

THE TIMES 1785-1985 Tomorrow

Poison in the air A year after the Bhopal disaster, what hope for the victims? Bringing up baby The pleasures and pressures of modern parenthood Just like us? Bernard Levin with a challenge to BBC view of Russia Tour on trial Will the British Lions go to South Africa? David Miller reports

Portfolio The Times Portfolio competition prize of £4,000 double the usual amount because one won on Tuesday was shared by two winners yesterday. Mr D Bryant of Bolton, Lancashire, and Mr R Whitehouse of Sutton Coldfield, Birmingham, each received £2,000. Portfolio list, page 20, how to play, information service, back page.

Soviet visas for British diplomats The Soviet authorities have issued visas for replacements for seven of the 25 British diplomats expelled from Moscow in September's series of expulsions. Mr Malcolm Rifkind, Minister of State in the Foreign Office, told the Commons Foreign Affairs Select Committee yesterday.

Aircraft crash Five people were injured last night when a twin-engine Cessna 404 aircraft carrying 11 passengers crashed off the runway at Birmingham International Airport and ploughed into an allotment.

Spy net tightens After a month of spy scandals US intelligence braced itself for more disclosures as the FBI and CIA closed in on additional suspects.

Hijack demand Egypt has asked for the extradition from Malta of a hijacker who survived the storming of a Boeing 737 at Luqa airport by Egyptian commandos.

\$24m loss British Shipbuilders made a \$24 million trading loss for the six months to September 27. The loss for the full financial year is likely to be £40 million against £25 million last year.

Falklands blame While Argentina was heading for a resounding victory in the UN Falklands debate, former President Galtieri, at his trial in Buenos Aires, blamed Britain for the 1982 war.

On this day Dr Albert Einstein explained his general theory of relativity in The Times of November 28, 1919. He saw as its great attraction "its logical consistency".

But Prince Charles said small businesses should be encouraged. SWAG

Getting through Companies in the 1980s must choose managers who have communication skills if objectives are to be achieved, argues Rodrick Braithwaite, of the Charles Barker consultancy, in an introduction to today's 12-page General Appointments section.

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Militants in firing line as party is suspended

By Anthony Bevins, Political Correspondent

Mr Neil Kinnock last night gave formal notice that the days of Liverpool's Militant "magots" were numbered. Speaking after a resounding vote of the party's national executive to suspend and investigate the city's district Labour party, the Labour leader said: "I don't think there is any danger of a split. It is generally recognized that the Militant Tendency is a maggot in the body of the party."

He said that the decision to set up a nine-strong investigation, into malpractice, intimidation and even corruption, was not a soft option and he said: "We shall act very toughly."

Mr Kinnock said that the future of the Mersey Militants was "very bleak and very short-term. We are seeing Militant on the way out and democratic socialism very much on the way in."

The sheer force of the 21-5 national executive vote indicated the revulsion of the national party and union leadership against the revolutionary Trotskyist tactics of the hard-core Liverpool leadership.

Having steered the beleaguered city into confrontation and crisis, culminating in the threat to dismiss 31,000 council workers, the Mersey Militants

isolated themselves to such an extent that even some of the most hardened left-wingers turned against them. Yesterday's national executive meeting received letters from Mr Ron Todd, the left-wing leader of the Transport and General Workers' Union, and from Mr David Bassett, the moderate leader of the General and Municipal workers, demanding action. Mr Eric Clarke, a tough left-wing member of the NUM, told the executive: "I am sick and fed up with some of the activities of Militants."

But Mr Roy Hattersley, Labour's deputy leader, went further in his condemnation of the Liverpool party. He said: "We know there has been political corruption. We know there has been literal corruption, particularly in terms of employment practices."

"Our inquiry is to find out who is responsible for all this and to make sure they can never damage the people of Liverpool again in the Labour Party's name."

Mr Kinnock told the meeting that it would be "inappropriate" to launch a full-scale attack against Militant because the party had not got the "means" to carry it out.

But he said in interviews afterwards that the party could not tolerate a repetition of last Friday's packed district Labour party meeting in Liverpool, when non-delegates had been allowed to vote and there were allegations of intimidation designed to affect the democratic process.

He also said that expulsions would depend on confirmed breaches of the rules and the constitution of the party. "If there is proof of membership of an organization which is incompatible with membership of the Labour Party, then they go. If people are proved to be members... they will most definitely be expelled."

While Mr Kinnock mentioned no names, colleagues inside the executive pulled no punches. Mr Tony Clark, of the Union of Communication Workers, said: "derek Haxton insults the Labour Party every time he opens his mouth."

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Moscow presses Reagan to act

From Christopher Walker, Moscow

Mr Mikhail Gorbachev appealed to President Reagan yesterday to reconsider his refusal to join the Soviet Union in a total ban on nuclear testing. The Soviet leader said such a gesture would be a confidence-building measure before the next superpower summit.

The unilateral Soviet test ban was announced in July and is due to expire at the end of the year. The Reagan Administration has repeatedly turned down calls to match it, on grounds that more tests are needed for US weapons.

Mr Gorbachev's appeal, described by Western diplomats as another skillful attempt to appear a step ahead of the US on disarmament, was made

Bonner leaves for Italy on Monday

Yelena Bonner, wife of the Soviet dissident, Dr Andrei Sakharov, will fly to Italy on Monday for medical treatment (AFP reports).

She is booked on an Alitalia flight bound for Rome via Milan, sources said. She arrived in Moscow on Tuesday from Gorky, where she and Dr Sakharov had been serving terms of internal exile.

She will have eye treatment under Professor Renato Fazzolari at a clinic in Siena. Soviet authorities are said to have granted the visa on condition that she keeps a low public profile.

In a televised speech broadcast five from the rostrum of the Supreme Soviet.

The Soviet leader was warmly greeted by delegates, many colourfully dressed in the costumes of their home regions. He told them he had personally asked Mr Reagan to join in the ban when they met last week, but the President remained silent.

"I think it is still possible for the US Administration to think it over and respond positively to our call," Mr Gorbachev said. He claimed to have received considerable international backing for his move.

There was, he emphasized, no reasonable argument against such a ban. He called on Britain and France to join the moratorium, saying that all problems of verification could be easily solved.

His call for a test ban, filmed by American television crews in the cramped press gallery of the Great Kremlin Palace, was the centrepiece of Mr Gorbachev's personal report on the Geneva meeting.

He delivered a carefully-balanced verdict. He bitterly attacked the US refusal to compromise over Star Wars, but said dialogue was important and expressed hope for the future.

"We have every right to say that the total balance of Geneva is positive. It is farthest from our minds to belittle the importance of the accords reached in Geneva, primarily the mutual understanding that nuclear war must never be fought and that there can be no winners in it."

Much of the speech was devoted to repeating denunciations of the US refusal to abandon Star Wars, with a threat to counter it with something which would not

Continued on back page, col 1



Mrs Thatcher and Chancellor Kohl returning to 10 Downing Street yesterday after their joint press conference.

Britain near deal on Star Wars

By Nicholas Ashford, Diplomatic Correspondent

Britain and West Germany are likely to sign bilateral agreements with the US before Christmas on technological participation in President Reagan's Strategic Defence Initiative.

Defence Secretary Mrs Margaret Thatcher said yesterday.

The Prime Minister's statement during a joint press conference with Chancellor Kohl of West Germany, with whom she had been holding the latest in a series of Anglo-German summits, followed the recent signing of a memorandum of understanding between Britain and the US on government-to-government participation in SDI, also known as Star Wars.

Chancellor Kohl was more guarded, saying that the manner in which West Germany will participate has to be decided by the Cabinet next month.

Bonn has been divided on SDI, and Herr Hans-Dietrich Genscher, the West German Foreign Minister, who held separate talks yesterday with Sir Geoffrey Howe, the Foreign Secretary, still has to be convinced of the wisdom of going ahead with a full-scale British-style agreement with the Americans.

However, it was apparent from Mrs Thatcher's remarks that the Chancellor had given her the clear impression that his government was firmly heading in that direction.

Both leaders said they were well satisfied with the outcome of the summit.

The expressed gratification at the outcome of last week's meeting between President Reagan and Mr Mikhail Gorbachev, they found a broad measure of agreement on EEC reform; and they announced that they would make an unprecedented joint visit in spring to the British Army of the Rhine.

Mrs Thatcher said it would demonstrate Nato solidarity and Britain's commitment to the defence of Europe.

Mrs Thatcher was delighted to be told by Herr Kohl that West Germany would not follow France and Italy in supporting Argentina in the UN debate on the Falklands. The Chancellor had indicated that West Germany "will not change her vote, for which we are very grateful," she said.

However, Herr Kohl appeared to have received no reciprocal gesture on the question of Britain's membership of Unesco. Boost for Kohl, page 8

T & G urged to rethink ballot cash

By Donald Macintyre, Labour Editor

The Transport and General Workers' Union (TGWU) executive will be urged next week by one of its key regions to make an about turn and back the principle of government money for postal ballots.

The call for Britain's biggest union to hitherto a bastion of opposition to state funding to take government funds is all the more remarkable because it comes from the Humberside region represented on the executive by Mr Walter Green-

dale, the union's left wing president.

The move against the union's present support for the three year old boycott of state funds reflects an unexpectedly strong difference of views between Mr Green-

dale and the regional committee in Humberside, where he is at present engaged in a hard-fought electoral contest to retain his executive seat.

The official internal report by Mr Malcolm Snow, the union's regional secretary, of the motion to next week's quarterly meeting of the full executive makes it clear that the committee insisted on passing it against Mr Snow's own advice and clearly expressed support for the union's present policy.

The committee's decision will also be taken as evidence among moderate TUC leaders that the pressure building up for an urgent review of the TUC boycott of government funds, the issue which has been threatening a split in the TUC, has extended to the ranks of the TGWU.

The regional committee motion "applauds" Mr Kinnock's speech to the Labour Party conference and adds "that we should back him with all the resources we have". It continues: "The most important thing is to return a Labour government to power and end the decimation of British industry and the destruction of our trade unions."

The regional secretary's report recalls that the two Humberside delegates who attended the Bournemouth conference gave full reports on the debate on the miners' controversial resolution calling for reimbursement, in which Mr Kinnock strongly attacked the NUM leadership and more specifically on the Leyland speech in which he attacked the Liverpool councillors.

Kinnock's test, page 12

Bitter attack on Commons as Unionists quit

By Julian Haviland, Political Editor

The House of Commons heard itself bitterly reproached yesterday by two departing Ulster Unionist MPs for endorsing overwhelmingly what its accusers called the humiliation and betrayal of the Hillsborough agreement between London and Dublin.

The growing estrangement between Westminster and Ulster Unionism, evidently increased by the agreement signed two weeks ago, was shown by the gulf between the two speeches of Mr Harold McCusker and Mr Ian Paisley and the stinging of speeches from the Government and its supporters.

Both men are now to resign their seats with their fellow unionists and fight by-elections to prove their constituents' hostility towards the Government's new course and the depths of their fears.

Yet no MP who heard them yesterday could have doubted their sincerity or, as Dr David Owen, the SDP leader sought to reassure them, the obvious justice of their claim to be true representatives of their people.

And those before voting solidly against them, paid them the compliment of listening with unusual attentiveness.

Mr Tom King, Secretary of State for Northern Ireland, had, like the Prime Minister on Tuesday, commended the agreement in modest terms. Those who said "never", those who would allow no change were saying, in his opinion, that Northern Ireland could never break out of its cycle of division and despair.

Mr King tried to persuade the Unionists that their fears were seriously exaggerated and misplaced. He firmly believed the agreement would buttress and not undermine Northern Ireland's constitutional position.

Mr King used a new phrase about the formal role in the affairs of Northern Ireland which the agreement will accord

to the Dublin Government: it would, he said, "give consultation a wider dimension". Senior figures rose in succession in support of the Government.

Mr Peter Archer, speaking for the Labour Party, said the proposals should be given a chance. He said the agreement was about talking and listening, and committed nobody to renounce a view in which they believed.

But Mr Archer acknowledged that the strength of feeling of Unionists determined to have no part in the proposals had become apparent to him during his visit to Ulster since the signing.

Mr Edward Heath wished the agreement well from the depths of his heart, convinced as he was that 16 years of violence had proved that there could be no military solution without political action. He believed there might now be much closer co-operation by the London and Dublin governments in dealing with violence.

Mr Heath could not forbear to record his view that there was nothing in the agreement that had not been in the Sunningdale agreement which he had helped to create in 1973.

Dr Owen supported the agreement on behalf of his own party and of the Liberals. He professedly hoped it would succeed, but it would stand or fall by how the two governments now grappled jointly with the problem of terrorism.

Cross-border co-operation should be stepped up in a major way, he said. Nothing would give the majority greater confidence.

But Dr Owen described it as "a fragile agreement" which did not have the wholehearted support of the people.

Few MPs can ever have heard one of their number speak with such pain and intensity as Mr McCusker.

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Pretoria threat to send troops into Zimbabwe

From Michael Hornsby, Johannesburg

The South African Foreign Minister, Mr Roelf "Pik" Botha, yesterday threatened Zimbabwe with invasion by South African troops if it failed to take action to stop further land mine explosions in South Africa.

On Tuesday, two mines exploded near South Africa's northern border with Zimbabwe, and yesterday two more were detonated in the same area by army and police vehicles.

Five people have been injured. South African military spokesmen said they believed that the mines had been planted by insurgents of the African National Congress who had infiltrated from Zimbabwe, previously a little used route.

It is thought to be the first use of landmines by guerrillas in South Africa, as opposed to South African-occupied Namibia.

Mr Botha welcomed an assurance from the Zimbabwe Government, in reply to his message after Tuesday's explosion, that it would not let its territory be used for planning and carrying out acts of violence against South Africa.

But he said that the tracks of three suspects seen running away led back across the Limpopo River into Zimbabwe. Zimbabwe, he said, had been "informed that steps must urgently be taken to ensure that no further incidents of this nature take place."

Nothing to hide. Page 7



Thorpe trial witness Bessell dies aged 64

From Trevor Fishlock, New York

Peter Bessell, the businessman and former Member of Parliament who was a key prosecution witness in the trial of Jeremy Thorpe, had died at his home in California. He was 64 and had been suffering from emphysema.

Mr Bessell achieved a certain notoriety for his part in the Thorpe saga. He was assured of immunity from prosecution when he travelled from America to give evidence at the committee proceedings in Minehead magistrates court, seven years ago, and subsequently in the trial at the Central Criminal Court.

Mr Thorpe, the former Liberal leader, was accused of having a part in a plot to kill Mr Norman Scott. The prosecution case was that Mr Scott had been Mr Thorpe's lover and had become troublesome. The case had its origins in the shooting of Mr Scott's dog. The build-up of investigation and publicity led inexorably to the end of Mr Thorpe's political career and the denouement at the Old Bailey. Mr Thorpe never gave evidence and was acquitted. To some extent the Crown case turned on Mr Bessell's credibility. His evidence was strongly attacked by Mr Thorpe's defence.

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Up to 70% off for council flat buyers

By Richard Evans, Lobby Reporter

Council flat tenants are to be offered a new discount bonanza by the Government today to encourage them to buy their homes. Long-term occupants will be able to get up to 70 per cent off the flats' real value and short-term tenants will be offered a minimum reduction of 42 per cent.

The Government is also making it easier for council tenants who have bought their house or flat to resell the home and not have to repay part of the discount they originally obtained.

Council tenants who have exercised their "right to buy" current have to pay back discount on a sliding scale if they resell their home within five years of purchasing it from the local authority. But there have been objections that such a long period is an obstacle to people moving around the country in search of jobs.

It has therefore been decided tenants should only have to pay back part of all of the discount if they sell their home within three years. The new proposals will be included in the Housing and Planning Bill, due to be published before Christmas.

There are currently 4,500,000 council tenants and ministers believe between 300,000 and 500,000 have the financial resources to buy their home.

The new discounts will enable people who have lived in council property for 30 years - not necessarily the flat they wish to buy - to obtain a discount of 70 per cent. 10 per cent more than is available for house tenants who have lived in a flat for a minimum of two years will be able to buy the flat for 38 per cent of its real value.

Drive for more tobacco sponsors in sport

By our Sports Staff

aware of this week's report which said that in England and Wales smoking annually kills 77,774 people and puts 108,218 people in hospital with heart disease, lung cancer, bronchitis and emphysema. "But I am not convinced sports sponsorship encourages a lot of young people to smoke. If the Government were to ban tobacco sponsorship it would have a destabilizing effect on sport in this country."

"Although events like the Benson and Hedges knock-out cricket Cup and Embassy World Snooker Championships would easily get new sponsors they would come from com-

panies already involved in sport. It would be the minor sports that would suffer. These are the ones that need our help."

The ISS, a non-profit making body, launched at the Royal Mews, Buckingham Palace yesterday, hopes at least to double sponsorship by providing advice to both companies and governing bodies. The Prime Minister and the leaders of the other three main political parties all sent letters welcoming the new body.

Barnsley's problems, page 3
Leading article, page 13

Child abuse case powers would go to courts under MP's proposed law

By Philip Webster, Political Reporter

A Conservative MP is introducing legislation aimed at strengthening the protection of children in care, after a series of horrific and tragic cases of child abuse.

Mr Dennis Walters, MP for Westbury, who finished third in the ballot of MPs for private members' Bills, is promoting a measure which would require magistrates' courts to give approval before a child in the care of a local authority is returned to its parents, or the home from which it had previously been removed.

This would remove some of the burden of decision from social workers. It would also transfer the right of appeal against the refusal or granting of a care order from the Crown Court to the Family Division of the High Court where it would be heard by judges experienced in family rather than criminal matters.

Mr Walters, who has been assisted by the Family Law Bar Association in preparing his Bill, is seeking all-party support for his measure, which, because it is so high on the private members' list, stands a good chance of success if it is not

actively opposed by the Government.

The move comes nine days after a Birmingham man was imprisoned for 10 years for the manslaughter of his daughter, Gemma Hartwell, who suffocated after he stuffed a ball of wool into her mouth.

The girl, who was aged 22 months, had been in care since birth. She was returned to her home by social workers on a "trial basis" and died 16 days later. It was one of several cases in recent months which have appalled MPs and the public, including that of Jasmine Beckford, the girl, aged four, who was beaten to death after being tortured.

Under Mr Walters' Bill, which is expected to come up for second reading in the Commons late in January, the courts would be empowered to impose conditions on the return of a child to its parents, for example requiring that the child must be inspected physically by social workers every few days.

Another provision would allow interested third parties, such as grandparents, to be heard by magistrates' courts before care orders are made or refused.

Mr Walters said last night that he had a high respect for the work of social services departments and of social workers, and that his Bill should not be seen as an attack on them.

"But they are human. They can make mistakes and they have made mistakes."

The transfer of appeals to the Family Division would allow hearings to be held in private. Mr Robert Johnson, QC, chairman of the Family Law Bar Association, said yesterday that appeals at present went before judges specializing in criminal matters, sitting in open court.

A fresh attempt to ban research on human embryos through a private members' Bill is to be made. Mr Ken Hargreaves, Conservative MP for Hyndburn, yesterday announced that he is to reintroduce the Unborn Children (Protection) Bill sponsored last season by Mr Enoch Powell which was defeated after angry scenes and procedural manoeuvres in the House.

The Bill has only a limited chance of success as Mr Hargreaves drew only ninth place on the ballot.

Storm over cinemas sale likely

A storm of protest is building up in the film industry over Thorn EMI's plans to sell its Screen Entertainment division (TESE), which incorporates the ABC cinema chain and EMI film studios.

The Association of Independent Producers has written to Mr Geoffrey Pattie, the minister with responsibility for the film industry, expressing "extreme concern" about the effect of a sale on the British film industry.

"If the new owners do not have a commitment to the industry similar to that which exists at present, we fear that within a short period of time the company may become the victim of what amounts to an asset stripping operation, the consequences of which would be disastrous," the letter says.

The association also said that it would "vehemently oppose" the takeover of TESE by the Rank Organisation, which *The Times* reported on Tuesday as the front runner in a short-list of six applicants.

Such a merger would have "grave implications for the film industry," the association, which is supported by both TESE and Rank, said.

The Monopolies and Mergers Commission ruled in 1983 that the duopoly control of film exhibition in Britain by Rank, which owns the Odeon chain, and Thorn EMI through the ABC chain, was against the public interest.

The association said that the prospect of a monopoly operating in the studio, distribution and production sectors, as well as cinemas, by the coming together of the two organizations, "is extremely worrying and very much against the interests of the film industry and the general public."

Thorn EMI had planned to sell the division to a buyout consortium led by Mr Gary Darnall, the division's chief executive. But the management group has so far failed to come up with anything like the £100 million at which Thorn has valued the business.

Policeman 'pushed' woman, inquest told

Miss Patricia Jarrett, the daughter of Mrs Cynthia Jarrett whose death during a police search sparked off the Tottenham riot, described yesterday how she saw a policeman push her mother to the floor.

Miss Jarrett, aged 23, told an inquest at Hoxsey corner's court, north London: "Detective Constable Randall came past my mother, put his left arm on her shoulder and pushed her out of the way. She fell, with one arm in an armchair."

Miss Jarrett said that Mr Randall had not said "excuse me" or made any similar remark while passing her mother, before she fell over.

A wire telephone cable had one of its supports bent because Mrs Jarrett was standing on it.

"She tried to get up but could not without help. I placed her in a chair near the door. She was very nervous and was breathing very heavily, gasping for breath and holding the bottom of her neck," Miss Jarrett said.

"Mr Randall came back past us and saw me assisting my mother off the floor, and went to the sideboard, looking in the drawers," she said. "He was

looking through the drawers of the sideboard while mother was gasping for breath."

She then telephoned the emergency services for a doctor. "I went over to my mother and held her head in my arms, talking to her, trying to get her to tell me what was the matter. The police did not offer to help," Miss Jarrett said.

Miss Jarrett described her efforts to revive her mother and said that, a short time later, she saw an officer pull up in a car. Mr Randall approached and said he could give some first aid.

Miss Jarrett said: "I was furious at this. I saw the officer push my mother and I did not want him to touch her again. She later learned her mother had been certified dead on arrival at hospital."

Mr Michael Austin-Smith, representing the Metropolitan Police commissioner, suggested that a police officer had drawn Miss Jarrett's attention to the fact that her mother was not well. "That is complete fabrication," Miss Jarrett said.

Miss Jarrett denied that she had been noisy and sworn at the police officers.

The hearing continues today.

Criminologist calls for national riot squad

By Peter Evans, Home Affairs Correspondent

A leading criminologist yesterday called for a mobile national riot squad to deal with civil disorder.

Writing in *New Society*, Professor Terence Morris said: "The phenomenon of disorder in the inner city is not going to go away. It would require a transformation in the life chances of the new urban poor to achieve that. Nor is political dissent likely to diminish even if the miners now lie crushed."

There was every reason to think that Mrs Thatcher and her ministers were satisfied with the way the police force was developing. The Government had begun to create a para-militarized police force, he said.

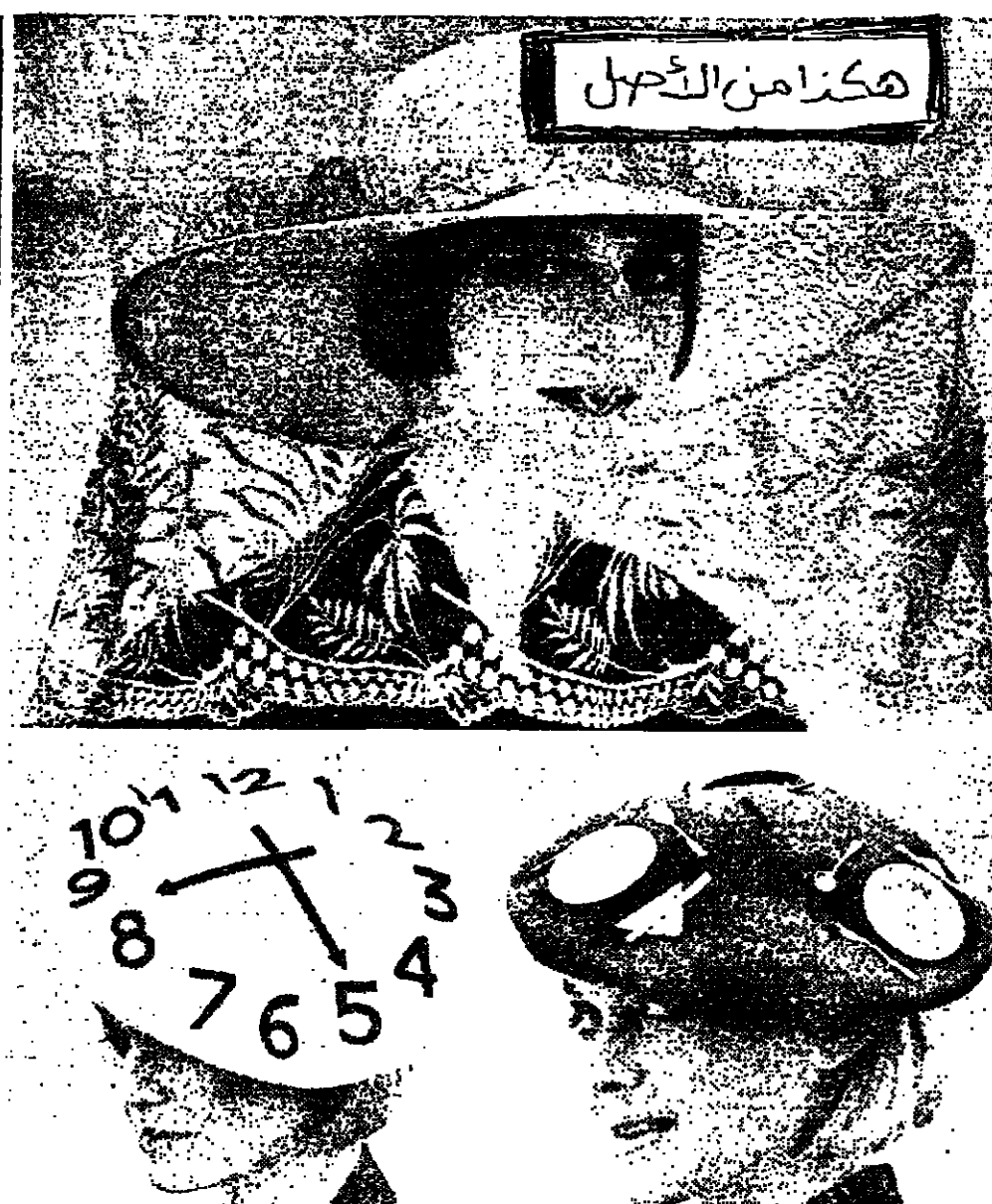
Community policing would be discredited and any tokens of inner city policing which sur-

vived would be defined as alien occupation. This would effect not only the urban poor.

"The police have lost more credibility among the middle class than they know; suburban affirmations of confidence may have concealed the fact," Professor Morris, Professor of Social Institutions at London University, said.

The solution was, paradoxically, to make some police tougher so as to leave most free to do other work. "The ordinary policeman is not a soldier and he ought to be readily distinguished from one."

The Police Complaints Authority is to investigate complaints from six people including allegations of racist and verbal abuse and assault, against the Merseyside police,



Hats for spring and summer from the model collection by Graham Smith of Kangol Hats, included (top) straw with antique veil, white "timepiece" beret (left) and Basque "out to lunch" beret. (Photograph: Suresh Karadia)

VDU 'risks' clouded by panic

By Our Science Editor

The most pressing problems caused by computer visual display units have been clouded by panic about unproven risks, a Health and Safety Executive psychologist said yesterday.

Dr Colin Mackay, speaking at a meeting in London, said the accusation that VDU emissions caused pregnancy abnormalities was not based on reliable scientific or medical evidence.

"Indeed, the evidence coming together from around the world confirms the HSE view that if it is only if - there are risks to pregnant women, it is much more likely to be the result of stress, bad posture or poor ergonomics," he said.

"Most of the recognized and well-documented health problems from working with these terminals are largely due to lack of planning by employers. All too often, a VDU is seen not as the communication tool that it should be, but as a machine to be pushed to its limits, never mind the fact that someone has to sit in front of it for hours on end."

Dr Mackay said poor equipment and posture were probably responsible for the aches, pains and discomfort including "disorder of the upper limbs," reported by many users. Proper design of the working area, regular breaks and a well-planned work system would minimise the risk of such problems.

The HSE will shortly issue an updated guide to the health problems associated with VDUs.

£1m watch theft

Ninety diamond-studded gold watches worth more than £1 million have been stolen from a room at the Capital hotel, in Knightsbridge, London. The owner has asked not to be identified.

Sacked BBC man denies walking out

A television producer denied walking out of a job in a fit of "professional pique" at an industrial tribunal in Manchester yesterday.

Mr David Geen, aged 42, was dismissed by the BBC, which claimed he abandoned the presenter Kathy Rockford and the crew while filming the *Travel Show* in Spain.

Mr Geen, who claims unfair dismissal, said he left "to do some necessary business."

Mr Charles Flint, counsel for the BBC, said that the case was one of clear and serious misconduct in abandoning a film crew. He said Mr Geen's evidence conflicted with that of the witnesses and that it was "a highly selective vivid memory."

The tribunal said that it would meet in chambers on January 23 and would announce its decision four to six weeks later.

Equality case aid sought

Professor Angela Bowey, who lost her sex discrimination case against the Equal Opportunities Commission at an industrial tribunal in Glasgow, is to take legal advice on whether she can appeal.

The tribunal said in a judgement issued earlier this week that Professor Bowey had been put at a "gross disadvantage" in her application to become chief executive of the commission, but had not suffered sexual discrimination. She had been rejected "on the basis of inadequate, inaccurate or misleading information."

Professor Bowey who is head of business administration at Strathclyde University, was the only candidate whom Mr Hamilton Howat, of John Courrif and Partners, consultants appointed by the commission, failed to interview before a selection meeting last February 18.

Find points to cause of cystic fibrosis

By Pearce Wright Science Editor

The second important advance in six weeks in the search for the genetic defect which causes cystic fibrosis is reported today by an international research group in leading scientific and medical journals.

The group, involving teams at St Mary's Hospital Medical School, London, and in Copenhagen, Toronto and Salt Lake City, claims to have pinpointed which of the 23 pairs of chromosomes forming the nucleus of every cell in the body carries the fault responsible for cystic fibrosis.

Locating the chromosome is vital to the development of a screening and counselling programme for expectant mothers.

The results, published in *Lancet*, *Nature* and *Science*, covering different aspects of the investigation, incriminate three genes from the 50,000 or so contained in human chromosome number seven. These are shown to point to the location of the fault in the strand of DNA from which the chromosome is formed.

Although the genes are not themselves the defective mutation, they are said to be inherited in the cells of cystic fibrosis victims. The scientists are "exchanging their genes" for the next step of producing a more precise set of markers for surrounding the defect.

Professor Bob Williamson, of St Mary's Hospital, said: "Until now, we have known nothing about why these young people suffer severe illness. With this information, we have tracked down the culprit to one small region of the chromosome, and soon we will find out which gene misbehaves, and why. Then we can set about designing drugs to improve treatment."

More than 20 scientists have searched for five years to locate the abnormal gene. In Britain, the £500,000 cost of the work has been supported by the Cystic Fibrosis Research Trust and the Medical Research Council.

Cystic fibrosis is caused only when a defective chromosome is inherited from each parent. Since the parents are normal, they have no way of knowing they are at risk. Professor Williamson hopes that tests will be developed so that the estimated two million silent carriers can be identified. One person in 20 carries the defect, and about 500 new sufferers are born in Britain each year.

Actor fined

Anthony Booth was fined £60 by Walsall magistrates yesterday for driving on the M6 at 100 mph after his passenger, actress Pat Phoenix suddenly became ill.

Hospitals attacked over delays

By Nicholas Timmins

Hospitals were yesterday criticised by Mr Anthony Barrowclough, the Health Ombudsman, for delays in attending to patients who subsequently died.

In one case a man waited almost two hours to see a doctor in a hospital casualty department because nurses only told the night casualty officer about patients who arrived between 7.30 am and 9 am if they assessed them as critically ill. An hour after he finally saw a doctor, the patient had a fatal heart attack.

In another case, a woman suffering from multiple sclerosis was admitted to hospital and died of a heart attack the following day having not been seen by a doctor for more than 24 hours because of the medical staffing arrangements at weekends. When nurses did call a doctor there was a three-hour delay before one attended.

Report of the Health Service Commission First Report 1985-86 (HMSO £11.50).

Granada is car of year

Ford's new Granada range has won the coveted "Car of the Year 1986" award. A jury of 56 motoring journalists from 17 European countries gave it a clear lead over the Lancia Y10 super-mini, the runner-up.

The Granada is the first mass-produced car to be offered with anti-slip braking and high-security door locks as standard equipment. It was selected from 13 cars submitted for value-for-money design, safety, comfort, performance, driver satisfaction, handling and road holding. Nissan grant criticized, page 4

Four charges dismissed

Mr Anthony Howard, aged 39, of Craven Park Road, Halesden, London, former chauffeur to a millionaire, has been cleared of four charges of stealing £100,000 worth of her property, was yesterday cleared of four of the 22 charges against him at Winchester Crown Court.

The remaining 18 counts, allege 17 offences of theft and one of deception. The jury failed to reach any more verdicts and spent the night in a hotel.

Bradford 'no'

The trustees of the £4 million Bradford City Fire Disaster Fund have rejected a request from Bradford City football club for a contribution towards rebuilding their ground after last May's blaze which killed 56 spectators.

IF OUR GOVERNMENT WON'T RESPECT THE MAJORITY, WILL YOU?

If economic sanctions are applied to South Africa who will suffer?

Three million are already without employment in South Africa, the vast majority of them blacks.

Every day many more face oppression, violence, detention, torture and death as the crisis intensifies.

They have decided they have everything to gain from targeted sanctions.

Two opinion surveys among urban black South Africans show that in August 77 per cent (Sunday Times) were in favour of economic sanctions against their country unless South Africa gets rid of apartheid, and in September 73 per cent of urban blacks supported some form of disinvestment (CASE/IBR study).

The South African Council of Churches - Christian Aid's main partner in South Africa - representing many million Christians, has called for targeted economic sanctions before it is too late, and has singled out

Britain as a major investor in South Africa.

If you believe the majority view should be respected let South Africa and our own Government know NOW by taking action yourself.

■ Refuse to buy or sell South African goods and explain to shopkeepers and your friends why you are doing this.

■ Find out more about companies you deal with, or in your area, which have South African links, and discuss their policies with them.

■ Write to your MP to explain what you are doing and why you support the growing public and Church demand for sanctions.

This is the moment of truth for South Africans - and for us.

Christian Aid

THE CHURCHES IN ACTION WITH THE WORLD'S POOR.

P.O. BOX 1, LONDON SW9 8BH

Prevention is pushed as long-term cure

From Peter Davenport Barnsley

Barnsley is Britain's worst blackspot for cigarette-linked deaths, but the task of persuading hardened smokers there to give up has proved difficult. So now it concentrates its efforts on prevention, campaigning at schools to stop children taking up the habit.

Mr Alan Hicks, of the community health council, said: "Like the rest of the country we have been successful in bringing down the number of smokers but we started from a higher level. Smoking is a cult which has to be alleviated but it will take a number of years."

Many more stores in the town had banned cigarettes and there were more no-smoking seats provided on local buses, he said.

A recent report by the Health Education Council, entitled *The Big Kill*, disclosed that each year in England and Wales, smoking kills 77,774 men and women and hospitalizes a further 108,218 with related diseases.

A further breakdown highlighted Barnsley (noted Judge us by our actions) as the worst area in the Barnsley East constituency, 20 per cent of all deaths were due to smoking and in Barnsley Central, where Mr Roy Mason, the Labour MP, is a consultant to Imperial Tobacco, the figure was 18.4



Mr Mason: Consultant to Imperial Tobacco

Latest 12-month figures for smoking related deaths in Barnsley

	Men	Women
Heart disease	118	88
Lung cancer	129	26
Bronchitis and Emphysema	94	23

Hospital admission for smoking diseases

	Men	Women
Heart disease	152	61
Lung cancer	186	58
Bronchitis and Emphysema	94	27

per cent. The national figure is 14 per cent.

Barnsley District Health Authority said that it would be studying the report and it was anxious to ensure that, in compiling the statistics, the

Health Education Council had taken into account the environmental effect of big local industries such as coal mining.

The authority had recently introduced measures to reduce smoking by patients and staff in its hospitals, clinics and offices and was committed to the anti-smoking campaign.

Mr Roy Elaine, assistant general manager, and a man trying to give up his five cigars a day, said: "The authority will act upon the basis of the report and will, as a matter of urgency, redouble its efforts."

But in the smoke-filled lounge bar of the Devonshire public house in the town yesterday it was difficult to find any evidence that the Barnsley identification as a tobacco blackspot was having any real effect.

Of the 20 men and women enjoying a lunchtime drink, most were smoking and they all proclaimed their intentions to carry on, regardless of the alarming statistics.

It is ironical, however, that 11,000 men who work at the 15 pits around Barnsley spend their working days in a totally smoke-free environment. They are not allowed to take cigarettes down the pits for safety reasons and anyone caught infringing the regulation is severely dealt with by various and management alike.

Yet miners like Mr Jack Harries, aged 38, who smokes

Leading article, page 13

PARLIAMENT NOVEMBER 27 1985

Anglo-Irish agreement

Trade and industry

Privatization

Plea to Unionists: Respect decision

ULSTER

Mr Tom King, Secretary of State for Northern Ireland, accepted with regret that it was the right of Unionists to withdraw co-operation from the Government and opt for the constitutional path on the Anglo-Irish agreement was resumed in the Commons.

He appealed to all in the Province to spurn violence and unconstitutional methods and said he hoped that if Parliament approved the agreement, which gives the Irish government a consultative role in Ulster, that decision would be respected.

Among those strongly supporting the agreement was Mr Edward Heath, the former Prime Minister.

Mr King said Unionists had seriously exaggerated the effect and scale of the agreement, but he did accept there were serious worries and fears among their constituents. Negotiations between sovereign governments needed confidentiality. In consequence they were not able to take account of the Northern Ireland into full consultation before the agreement was reached in a way they would normally wish.

He sympathized with the frustration that caused it. It had undoubtedly caused resentment and that had not helped the consideration of the agreement which, could offer benefits to the Unionist as well as nationalist communities. The Irish Government had recognized that the present wish of the majority was for no change in its British status.

Mr Anthony Marlow (Northampton North, C): What is the Government's view? Does the Government wish Northern Ireland to stay part of the United Kingdom? Does the Government care whether Northern Ireland stays part of the UK or does the Government mind at all? Surely it cares for its constituents?

Mr King: The Government's view is precisely that Northern Ireland is part of the United Kingdom. That is the right of the majority and we fully support it and endorse it. We wish them to be part of the UK.

Fear of a united Ireland has bedevilled life in the Province for far too long. Everybody knew in their hearts it would not happen without consent. This agreement provided the bulwark the Unionists had always sought.

Many misleading stories had been put about the inter-governmental conference. The effect of the conference was to formalize, strengthen, and improve the government of Northern Ireland by giving consultation a wider dimension.

There was no secret agenda, no hidden purpose. The conference would not be an executive body. There had been rumours that the secretariat would be some large independent body. It would be a small secretariat whose only existence was to service the conference. The conference would have no decision-making powers. These would remain firmly where they were at present - with British Ministers, responsible to Parliament.

The purpose of the conference was to assure the minority that its views would be heard and taken into account. But in no sense was it intended to stifle or supersede the views of the majority which obviously must be respected.

The conference proceedings would in no way be seen as a precedent. The Government fully recognized the need for people in the Province to be informed about meetings of the inter-governmental conference.

The Government also recognised the need to devise means to keep the

House informed of the proceedings. They would welcome discussions between the political parties in the House as to how this could best be achieved. Nor did the Government believe the agreement would hinder devolution. The Irish government has specifically committed itself in the agreement to support that policy.

Mr John Hume (Foyle, SDLP) said he was now prepared to sit down to determine how the affairs of Northern Ireland could be administered in a manner acceptable to both traditions.

I believe (Mr King said) there is a clear responsibility now on Mr Hume and his colleagues to honour that pledge. Likewise, I hope the Unionists will recognise that this agreement can offer real prospects for devolution. I will certainly try and do all in my power to get it on the road again.

Mr Enoch Powell (South Down, OUP) asked Mr King to recall his announcement that the Government would be considering methods of keeping the House and others informed of the workings of the conference with the statement that the two governments envisaged that



Archer: We must get away from the posturing

the meetings and agenda of the conference would not normally be announced.

Mr King: The meeting and agenda were not announced, what could be possible.

Mr King: The proceedings. It is a question of announcements after the meetings.

It was important that there should be as much disclosure as possible.

It was the Government's objective that the agreement would help in time to isolate the men of violence. In the meantime, it would certainly help them to pursue the attack against terrorism more vigorously.

I understand (he said) the Chief Constable of the RUC and the Chief Constable of the Garda are making arrangements to meet in the near future. It is our determination that we shall improve and enhance in every way we can cross-border co-operation in the defeat of terrorism.

The agreement offered the prospect of better security and a return to greater stability and prosperity for the Unionist and their children.

I firmly believe (he said) that it buttresses rather than undermines their constitutional position. It is therefore with regret that I hear pledges by Unionist MPs and the Unionist community to withdraw cooperation from the Government.

I regret the loss of that cooperation. I regret that I shall not, as I understand it, have the benefit of their views and advice on all the outstanding problems involving Northern Ireland.

But, of course, I respect that it is their right and I respect their decision to opt for the constitutional path of opposition. I hope that all people in the coming months will spurn violence or unconstitutional

methods and that if this agreement is approved tonight by Parliament, that decision will be respected.

Northern Ireland is a part of the UK and it is right that this matter should be determined by the Parliament of the UK. If this House decides tonight to endorse this agreement then the Government will implement its decision.

When we do we shall listen carefully to what all the parties in the Province tell us - the assembly, local councillors, constitutional nationalists and now to what the inter-governmental conference tells us as well.

And we will endeavour to act in the light of all their advice in a considered way that will benefit all the people of Northern Ireland.

Those who say "never", those who will allow no change are saying that the Province can never break out of its cycle of division and despair.

Mr Peter Archer, chief Opposition spokesman on Northern Ireland, said Labour believed the future of Ireland should be as one country. They did not delude themselves that the unionist people agreed with them but they were sure that the two governments envisaged that

well. He (he said) no intention of imposing unity at gunpoint. If Ireland is one day to enjoy the peace and security which history has always denied it, it must be on the basis of a settlement achieved by consensus. We do not merely admit, we assert that the union people are entitled to retain their identity.

Labour would seek in time to persuade them that identity, that culture and those people's interests could survive only in a united Ireland with carefully considered constitutional safeguards and with the old grudges and open sores confined to history.

They could not survive in the present atmosphere of perpetual frustration, insecurity and uncertainty. The agreement was about talking and listening. It committed nobody to renounce a view they believed in. It asked nobody to resign from any aspiration they cherished.

If the people in both traditions are to have a chance of considering options open to them (he said) if we are over to embark on the discussions aimed at persuading one another, we must get away from the sloganizing and posturing and the making of these from whom we differ, and the rejection of offers before they are made. If we are to perceive the visions of the future we have to clear away the fog.

I do not believe (he added) that the men of violence want this agreement to succeed. There was no guarantee of success of the conference. It would depend on how it was used and the good faith and common sense of both Governments.

The Republic's Government must show it was prepared to listen without giving the impression that the views of everyone else were excluded. The Irish Government must not open to them the opportunity to try to settle old scores.

He hoped it would mean early discussion on supergrass trials, on the delays in bringing cases to court, and on the strip searching of women in prisons.

If we are not given a full and frank report (he said) then suspicions will breed and multiply. We say that these proposals should be given a chance. It does not entail anything to "prove" everything that goes out of them.

Mr Edward Heath (Old Bexley and Sidcup, C) said he begged the Government not to underplay the agreement; it could play a most useful purpose.

Most people had long recognised there could be no purely police or far too high a priority was given to defence-related research, a higher percentage than in any other western industrialized country.

Mr Patten replied that many technologies which were relevant to defence were also relevant to the civil sector.

Mr Jeremy Hayes (Harlow, C): Unless we invest in research and technology, particularly in micro-electronics, we will not be ready to assemble Japanese components. Mr Patten: I totally agree. It is terribly important we pay due attention to it as in Japan where 75 per cent of all research and development is done by industry.

Mr John Smith, chief Opposition spokesman on trade and industry, said the situation was satisfactory, as Mr Patten in his complacent way asserts, why do the heads of every research institute in this country and the president of the British Association of Science complain about cutbacks in research and development every week of this year?

Mr Patten: I said I was not satisfied. All research and development directors would always believe they could actually use a larger budget. They should be prepared to terminate some programmes that have run out of steam in order to put priority into other programmes which have potential.

method solution. If they did not realise that after 16 years, he did not know when they would, it had to be a combination of political action and police and military action. This agreement would allow that much closer co-operation to come about.

He had been trying to understand the different points of view for many years, but the English just could not understand any of the Irish and he thought one just had to accept that. (Laughter.)

The agreement could lead to much closer action by the two governments in dealing with violence.

Before the troubles began so many "things" had been done corporately by north and south in Ireland without anybody questioning it. Now one only had to mention co-operation in one sphere and the shrills were simply enormous.

From the depths of my heart (he concluded) I wish this agreement well.

Dr David Owen, leader of the SDP, said he profoundly hoped the agreement succeeded. Those MPs thinking of resigning their seats need not do so to convince others that they genuinely spoke for the majority in Northern Ireland.

He hoped they would not feel it necessary to conduct their own form of referendum on an issue where there was no dispute, that they genuinely did speak for the people they represented.

The status of Northern Ireland to him and Parliament was that it was the United Kingdom of Great Britain and Northern Ireland. But that was not the status of the Republic, which in articles two and three, claimed jurisdiction over this part of the United Kingdom.

It would have been far better for the House to say "Yes, all right, there has been a change in the status, let us have a referendum".

For political and economic reasons, everybody was agreed that nobody would do that. There was no reason why there should not be joint patrolling and joint helicopter patrols. Cross-border cooperation should be stepped up in a major way.

He reiterated that there had not been an immediate decision to set up an Anglo-Irish parliamentary council.

The supremacy of the Westminster Parliament was basic to all citizens and he hoped that Ulster MPs would accept tonight's vote and its consequences. They could resign their seats to demonstrate that they were not in a position to overturn the decision by unconstitutional means.

The Rev Ian Paisley (North Antrim, DUP) said that this would be the last time he addressed the House for some time and if the IRA threat to his House then they can carry on their consequences.

I trust this House, no matter how MPs feel against me and the people I represent, will not put their hands to a change in the status of the Republic which has not been decided by the elections held at a proper and honest time.

The report of the speech by Mr James Prior (Lowestoft, C), a former Secretary of State for Northern Ireland, in the first day's debate on the Anglo-Irish agreement, had, said Mr Prior, been a good one. Yesterday, eight paragraphs beginning with the words "There were millions of British citizens"

These should have been attributed to Mr John Hume (Foyle, SDLP) and Mr John Patten (Old Bexley and Sidcup, C), leader of the Official Ulster Unionists.

Mr Brittan replied: He is right. No industry is going to invest if it cannot afford to do so, hence the importance of profitability. Equally, no industry will invest unless it can be guaranteed to be paid. So the figures I have given show not only the ability to invest but also a confidence in the future on the part of British industry.

Mr Litherland: He should come into the House and see what was once a vibrant manufacturing industrial base now in complete isolation with empty factories and standing like tombstones to that once proud base. Does he not realise this is what Prime Minister was talking about when he said we are becoming a fourth rate nation?

Mr Brittan: He does less than justice to his own constituents by ignoring the fact that assisted areas status has been given to Manchester

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no rioting on the streets. There was going to be no civil disobedience. They were going to use the democratic principle. He hoped the House of Commons would respect that and see that fair play was given to those that used the democratic principle.

If he and his colleagues did not return to the Commons and the Government and other people to deal with, then he could not dare to prophesy what would happen in Northern Ireland. It was going into uncharted waters.

The MPs who would go through the lobbies overwhelmingly in favour of the Unionist and the Unionists knew they were headed for defeat - were not living on the border, they were not mothers or wives of policemen or UDR men. These were the people the House ought to be listening to.

Security was a matter for the House and not for a conference. He did not trust any information given to a conference. It would go immediately by various ways into the hands of those who would give it to the terrorists.

He was born British and he would remain British. He has no time for UDI.

The agreement confirmed that any change in the status of Northern Ireland would only come about with the consent of the majority. But nowhere did it define what the status of Northern Ireland was.

The status of Northern Ireland to him and Parliament was that it was the United Kingdom of Great Britain and Northern Ireland. But that was not the status of the Republic, which in articles two and three, claimed jurisdiction over this part of the United Kingdom.

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Brittan's terms for Estates buy-out

FACTORIES

Mr Leon Brittan, Secretary of State for Trade and Industry, said during Commons question time that he was not satisfied that present proposals for a management buy-out of English Estates would help to achieve a more responsive and effective advance factory programme.

Mr Brittan said that English Estates could continue to play a vital role in the implementation of Government policies. In particular, the advance factory programme was one of the most effective and responsive instruments of regional policy and he attached the greatest importance to it.

English Estates provided the Government with the best available means of carrying out that policy. Mr John Hiddle (Mid-Suffolk, C) said that if a management buy-out was allowed to proceed without strings and preconditions, there will not be enough factory space in the assisted areas to meet the demand which apparently exists for factories.

Mr Brittan: I would not agree to a management buy-out which would have the effect he fears. I shall only agree if a buy-out will add to a more extensive and effective factory programme. The objective is clear and I am not satisfied that the proposals put forward will achieve that.

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Minister resists calls for trade retaliation against Japan

IMPORTS

Demands for retaliatory action against Japan in view of the United Kingdom's large trading deficit with it and because of Japan's discrimination against imports of Scotch whisky were made in the Commons.

Mr John Townend (Bridlington, C) considered it was about time "we stopped pussy footing around" and that it was no good talking politely to the Japanese, while Mr Dale (Dumfries, C) complained Britain was doing precisely what the Japanese wanted them to do - playing the waiting game of taking no action.

Mr Paul Channon, Minister for Trade, said the Government was studying the report of the European Commission on exports to Japan. A number of factors, including Scotch whisky, was working in the Community towards a concerted strategy to resolve the difficulties.

Ministers would be discussing the matter in December. Mr Townend said he would be made, he said, after reporting that, in the period from November 1984 to October 1985 the UK had a trade deficit of £3,045 million with Japan.

Mr John Townend (Bridlington, C) said the report confirmed that the Japanese believed in free trade for the Japanese. (Cheers.)

It is about time (he said) we told the Japanese to remove discrimination against British products, such as Scotch whisky, within a specified time, say six months or Britain will take massive retaliatory action against their goods.

It is no good talking politely to the Japanese. They will merely bow and say: "Yes is due, or two years." They will appreciate only retaliatory action.

Mr Channon said Mr Townend's remarks had clearly struck a chord in many parts of the House. If possible, it would be best not to retaliate against Japan, but to get the Japanese market opened up. It may not be possible to achieve this but they should try.

Mr Townend was, however, being less than fair. There had been a reduction in the tariff on Scotch whisky imported from Japan since the action programme in July. So there had been some modest progress.

Mr Gordon Wilson (Dundee East, SNP) said that large quantities of malt had been exported to Japan for blending, thus preventing the opportunity for Scotch whisky to be sold there. These malt exports happened because of the external ownership of the Scotch whisky industry.

The National Economic Development Office should be asked to have a sectoral inquiry into the future of the BT flotation.

Mr Baines: That is a matter for the Director of Public Prosecutions to decide on the basis of investigations. I can assure Mr Golding that if there are lessons to be learnt on other aspects of the share issue procedures then we will fully note these and consider them in future flotations.

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'Autonomy' of courts blamed for disparities in sentences

By Peter Evans, Home Affairs Correspondent

Variations in sentences imposed by different Magistrates' courts are explained in a Home Office report today. It says they do not try to make them similar or even seek to know the practice of their neighbours.

Interviews with chairmen and clerks at 28 courts disclosed that they were "really interested only in maintaining consistency within their own practice."

They tried to even out levels of fees for motoring offences within a locality. But "no court spokesman claimed that any attempt was made to achieve consistency with his neighbours or with courts over a wider area or with what was thought to be national practice."

Wide differences between terms of imprisonment imposed by neighbouring magistrates' courts were reported in *The Times* yesterday.

Mr Gerry Birmingham, Labour MP for St Helens Smith, is tabling more than 20 questions asking the Government to explain the different rates.

The report, *Managing Criminal Justice*, says: "None of the courts knew much about the sentencing practice of others, even about those next to them, and they regarded such knowledge as irrelevant to their own decisions or problems."

Conditions and patterns of crime were seen as peculiar to each locality, and sentencing policy was adapted accordingly.

"This conviction of the part of influential figures in the courts, together with a strong and general tendency towards the preservation of autonomy, seems to ensure that very little

emphasis is placed on action to achieve anything like a more uniform approach to sentencing even within a fairly small geographical area. In contrast, definite steps are taken to maintain internal consistency.

"Ideas for promoting greater uniformity have been considered in the past - for example, mandatory sentences, sentencing panels or replacing lay justices by stipendiaries - but for various reasons these would be impractical or unlikely to achieve the intended results. Policies directed at giving greater guidance to magistrates on the type of sentence to be imposed are potentially more useful."

The Magistrates' Association had tried to reduce disparities, but had stopped short of suggesting particular sentences other than for motoring offences.

The report says: "They could have a part to play in the formulation of recommended sentences for other offences. It could also be advantageous to review the appeal procedures for cases tried summarily."

The report says there appear to be discrepancies between courts when differences in the types of offenders they deal with are considered and some of the remaining inconsistencies are explained by reference to local circumstances.

But "it is inevitable that individual members of a court will also contribute to its particular sentencing policy".

Managing Criminal Justice, ed David Moxon, (Home Office Research and Planning Unit, Stationery Office, £8.40).

'Too bleak' view of farmers

By John Young, Agriculture Correspondent

Farmers were taking too bleak a view of their future, and could not go on looking to the Government for unlimited support. They must concentrate on producing what the consumer wanted, a conference organized by the Royal Agricultural Society of England at Stoneleigh, Warwickshire, was told yesterday.

The view of Sir Richard Butler, president of the National Farmers' Union, that agriculture was in danger of sliding into recession, found little sympathy with other speakers.

Sir Richard's views are not shared by Mr Michael Jopling, Minister of Agriculture, who spoke at a dinner on Tuesday evening, or by Sir Michael Franklin, the ministry's permanent secretary, who addressed the conference yesterday.

Mr Jopling said that the outlook for British agriculture was not as bleak as some commentators had claimed.

"The theory that lower prices lead to increased production is put about by those who want to avoid price cuts," he said. "For the farmer it is only too convenient to wish away the discipline of price restraint and postpone the day when adjustments will have to come."

Sir Michael said that farm incomes this year would fall by about 30 per cent, partly because of the wet summer and partly because of depressed commodity prices.

In his speech, Sir Richard said that farmers were realistic and aware of the constraints and the political economic and market realities facing them.

However, savage price cuts would be disastrous for the industry and were not the sole means of curbing production.

"To go forward agriculture needs a coherent, consistent and long term policy," he said.

Mr J. N. Hardman, managing director of Associated Dairies, said that British suppliers seemed unable to provide many products, his company would like to sell.

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Inquiry into clash on Bangladeshi wives

By Pat Healy, Race Relations Correspondent

The Home Office is making urgent inquiries about the numbers of second wives of Bangladeshi men seeking to come to Britain after members of a Commons committee visiting the country were given figures considerably at odds with their own.

Mr John Wheeler, chairman of the select committee on race relations and immigration, disclosed this week that British officials have said that 25 per cent of applications in Bangladesh were from second wives. But Home Office figures covering all applications in Bangladesh from January to August this year showed that 15 per cent were from second wives, and that 11 per cent had been granted.

The applications included women whose husbands' first wives had died divorced, which would reduce the number of wives in polygamous marriages

Europe is urged to fight Iran executions

By Nicholas Ashford, Diplomatic Correspondent

At least 400 people were executed in Iran in the first 10 months of this year, according to Amnesty International, the human rights organization.

This compares with 661 executions recorded by the organization last year. But Amnesty, in a report to the European Parliament, said neither figure was realistic because many executions were secret and not officially acknowledged.

Those reported executed include members, or suspected members, of various political organizations and of the Bahai faith.

Amnesty calls for pressure from European countries to persuade Iran to "stop the arbitrary executions, unfair trials and torture which have continued unabated since 1979".

● BRUSSELS: Two Iranian sympathizers of the People's Mujahedin claimed here yesterday that at least 12,025 people had been killed under the new regime, but that the real figure was more likely 50,000 (AP reports).

They will testify before the European Parliament today during a public hearing on human rights in Iran. Miss Mojan Homayounfar, aged 24, and Mr Behzad Nazari, aged 26, say that the regime is using 3,700 torturers in the country's 560 jails.

But "it is inevitable that individual members of a court will also contribute to its particular sentencing policy".

Managing Criminal Justice, ed David Moxon, (Home Office Research and Planning Unit, Stationery Office, £8.40).

Dismissed policemen win appeal

Five Merseyside police officers who left the force after being found guilty of serious misconduct charges yesterday won a Court of Appeal hearing against their dismissal.

The charges came after complaints by three men arrested in June 1981, that they had been assaulted and beaten up by police officers.

All five officers were found guilty by Mr Kenneth Oxford, the Chief Constable, in September last year.

William Kenneth Calveley had been charged with using unnecessary violence on two arrested men and with knowingly making a false statement.

Michael Blundell was charged with abuse of authority and "falsehood or prevarication", and Anthony Spencer, Stanley Griffiths and Rory Anderson, were charged with falsehood and prevarication. The officers were awarded their costs.

Sir John Donaldson, Master of the Rolls, sitting with Lord Justice May and Lord Justice Gildewell, said that there had been a serious breach of the police disciplinary regulations because the officers "had no formal notice of the complaints for well over two years."

"This is so serious a departure from the police disciplinary procedure that the court will set aside the decisions of the Chief Constable."

Merseyside police refused to comment yesterday on the ruling.

Law Report, page 21

Priest killing trial date

An Irish businessman accused of killing a Roman Catholic priest is to face trial on February 4, Mr Richard Flynn, aged 47, of Kilmacree House, Clara, Co Offaly, was remanded on bail at Kilmacree court, Co Westmeath, yesterday.

He is accused of the manslaughter of Father Niall Molloy and assaulting him when he was a guest at his home on July 7-8 this year.



An 18-month-old Armero orphan in hospital in Ibagué. He is designated NN - no name.

Colombia adds 3,000 to death toll

Bogota (Reuters) - Colombia says the volcanic eruption two weeks ago is now known to have killed 25,000 people. It caused at least £118 million worth of damage.

The President's office said on Tuesday that 3,000 more people had died than previously

estimated, and the lives of 320,000 people in two provinces had been disrupted. About 4,500 houses were destroyed.

The estimate of damage to services, industry, infrastructure and education facilities did not include the cost of helping

survivors, the Planning Ministry said.

Rebuilding Armero and another affected town, Chinchina, would cost at least £16 million. The eruption had cut drinking supplies to 75,000 people and buried eight miles of road and 10 miles of railway.

Zimbabwe mission killings

Church tells British staff to withdraw

From Jan Raath, Harare

Fifteen British Expatriates have withdrawn from the Thekwane mission school in Western Zimbabwe after a guerrilla attack in which a black headmaster and his British-born wife were shot dead at point-blank range on Monday.

In the Bulawayo Central Hospital's intensive care unit, an Irish student teacher, Mr Joss Douthwaite, aged 18, was said to be in "steady" condition with doctors optimistic about his chances for recovery. Mr Douthwaite underwent surgery on Tuesday for bullet wounds to his legs and chest.

Mr Neville Williams, aged 32, head of the mathematics department at Thekwane (formerly Tegwani), said in a telephone interview from the Methodist Manse in Bulawayo that the remaining expatriates - all Britons - at the school had been instructed by the head of the church in Zimbabwe, the Rev Caspin Makuza, to leave for Bulawayo on Tuesday morning in the interests of safety.

Mr Williams said Mr Douthwaite had spent a comfortable night after surgery. None of his vital organs or his nervous system had been hit when the guerrillas opened fire. His mother, Mrs Mary Douthwaite, of Westport, County Mayo, is expected to arrive here today.

On Monday night at about 9pm staff at the mission, 60 miles west of Bulawayo, were startled by the sound of heavy gunfire within the mission

compound from what Mr Williams described as "trigger-happy bandits".

He said Luke Khumalo, aged 58, and his wife, Jean, aged 54, had been dragged from their four-bedroomed house which the guerrillas set alight. The two were then shot dead.

In the boys' hostel, they (the guerrillas) came across Joss supervising lights out," Mr Williams said. "He was shot and injured. He fell to the ground and was shot two more times."

Mr Douthwaite dragged himself to another staff member's home where his wounds were treated. The guerrillas stayed for 45 minutes, firing constantly, and then walked off into the bush.

When staff considered it safe, Mr Southwaite was driven in the hospital at Plumtree village, eight miles away. Police were informed, but arrived at the school three hours later.

Mr Williams, who is from Oxford, said the pupils had not helped Mr Douthwaite to get away, and had been reluctant to fight the fire at the Khumalo's home.

Mr Khumalo had been "under threat from several quarters for quite a long time", Mr Williams said.

The principal had incurred the wrath of local officials of the ruling Zanu PF party for being unwilling to allow it to hold rallies at the school and he had been "roughly treated" by security forces in the area.

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Sikh high priest shot in front of thousands at prayer in Golden Temple

From Michael Hamlyn, Delhi

Thousands of early-morning worshippers at the Sikh's holiest shrine, the Golden Temple of Amritsar, yesterday saw head priest shot by three young gunmen. Giani Sahib Singh was kneeling on the white marble walkway surrounding the holy "pool of nectar" which gives Amritsar its name. When the gunmen killed his bodyguard, Mr. Nanak Singh.

The Giani, who is aged 45, ran for his life. The gunmen said by witnesses to have been turbaned Sikhs fired at him, hitting him twice in the back and twice in the arm. They then slipped into the crowd and vanished.

The head priest was taken to hospital, where the bullets were removed. He was later said to be out of danger.

He had entered the temple to begin a day of prayers on the

Sikh's holiest festival, the birthday of the founder of their religion, Guru Nanak, attended by between 10,000 and 15,000 people.

The Giani has been loathed by Sikh extremists since he and a colleague appeared on national television after the Army seizure of the temple and played down the extent of the damage to the holy buildings in an effort to calm outraged Sikh feelings.

He was also blamed for lifting the "hukamnama" - a kind of excommunication - on President Zail Singh of India after what the militants believed to have been insufficient punishment.

Although he has seemed to play a moderate line, the high priest has had recently to drift with conflicting winds. Before the Army operation, for

example, he presided at the wedding of one of the extremist leaders, Mr. Harmandir Singh Sandhu, general secretary of the then outlawed Sikh Students' Federation.

He is also close to the chairman of the temple management committee, Mr. Gurbachan Singh Tohra, who has long been a significant but prickly figure in Sikh politics. The shooting of the head priest is interpreted by some observers as a warning to Mr. Tohra, that he, too, is disapproved of by the extremists, and should not stand in forthcoming committee elections.

Giani Sahib Singh's colleague, Giani Kirpal Singh, the priest who broadcast with him on television, was shot by extremists earlier this year, but survived.

Other moderates have been subjected to increasing attacks recently as the pace of terrorism increased. On Sunday, a time bomb blew up a train on the Punjab-Haryana border, killing two people.

A deterioration in the security situation could have serious implications for the newly elected state government under Mr. Surjit Singh Barbal, who has been releasing people detained in Punjab's jails for terrorist offences and has promised grants of land to rehabilitate soldiers who deserted after the Golden Temple siege.

The programme of releases may well be curtailed by firm action from Delhi if security gets any worse. According to Punjab Hindus, many of them are again beginning to feel insecure.

But any action to interfere with the state Government would be a blow to Delhi's policy of allowing the Sikhs to run their own affairs as far as possible.

Gandhi visits Vietnam

From Our Own Correspondent, Delhi

Mr. Rajiv Gandhi, the Indian Prime Minister, yesterday became the first non-communist head of government to visit the Vietnamese capital of Hanoi since Vietnam invaded Cambodia.

India has long been virtually the only non-Soviet bloc power to give any kind of support to the Vietnamese and has thus closely aligned itself with the policies of the Soviet Union and opposed those of China.

Mr. Gandhi, who addressed a luncheon hosted by the Vietnamese Prime Minister, Mr. Pham Van Dong said he hoped that fresh moves by members of the Association of South-East Asian Nations (Asean) and the Indo-Chinese states would bring about a comprehensive political solution to the Cambodian problem without any foreign interference.

The Indian leader has recently returned from a tour which included Britain, the Bahamas, Cuba, the United States, The Netherlands and the Soviet Union, and a quick visit to Vietnam last week before leaving for Vietnam. His tour continues in Japan, with whom India has recently been developing closer economic relations and he returns this weekend for a South Asian summit of Asean members in Bangladesh next week.

Mr. Gandhi's travels have caused some political muttering here, particularly since he was absent for the opening of the winter session of Parliament, but most Indians are proud of the way he is striding the world stage.

Pik Botha says nothing to hide

Pretoria leaves door ajar for Commonwealth team

From Michael Hornsby, Johannesburg

The South African Foreign Minister, Mr. R. F. "Pik" Botha, has said his government has nothing to hide and is prepared to "consider ways and means of facilitating the work of the Commonwealth 'committee of eminent persons' set the task of promoting dialogue between Pretoria and black leaders."

He stopped short of saying that the committee would be allowed to visit South Africa, but he implied that a request to do so would be favourably considered. He was emphatic, however, that Pretoria would not concede the right of intervention in his country's national affairs.

Mr. Botha's statement - considered "encouraging" by

Commonwealth diplomats here - was issued after a delegation from the Australian, British and Canadian embassies called on Mr. Botha, the Director of Foreign Affairs, on Tuesday and told him the names of the "eminent persons".

Diplomatic sources said yesterday that the committee, six men and one woman, was tentatively expected to meet for the first time in the middle of January, so the second half of that month would be the earliest date for a visit to South Africa. No request has yet been put to Pretoria. Britain's representation on the committee is Lord Barber, a former Tory chancellor of the Exchequer.

White shops ban urged

From Eric Marsden, Johannesburg

Black organizations in Pretoria have called for a total boycott of white shops in the city from Sunday, lasting over the Christmas and New Year holidays, to show solidarity with the 13 people killed by police in Mamelodi township on November 21.

The United Democratic Front's appeal follows an announcement that the Roman Catholic and Anglican archbishops will be asked to take part in an inquiry by the Pretoria Council of Churches into the shootings.

If the Roman Catholic Archbishop Denis Hurley and the Right Rev. Philip Russell agree, the third member of the inquiry team is likely to be Dr. Nico Smith, who is based in Mamelodi for the Dutch Reformed Church's African branch.

Dr. Smith said that 14 affidavits had already been received from Mamelodi residents alleging that police had fired teargas on them from a helicopter as a crowd estimated at 50,000 marched to the township administration offices to present a list of their grievances. He called on more to come forward and describe what happened.

Several witnesses alleged that the police had deceived them into thinking that the march had their approval, and had then suddenly started to fire teargas. When the teargas ran out they switched to

birdshot and live ammunition, one man claimed.

The march was originally for women only, but was joined by youths. Witnesses denied that this had caused the police attitude to change. They said the youths had not tried to intimidate people to take part but were merely assisting them to get to buses. Police have claimed that trouble started when youths threw stones at police vehicles.

Father Smangaliso Mkhathshwa, Secretary General of the South African Catholic Bishops' Conference, presented the UDF statement, which alleged that since July, 44 people had been killed in the Pretoria district, 34 of them in Mamelodi, and 1,200 had been arrested. "We believe there is an undeclared state of emergency in Pretoria. The level of repression speaks for itself," he said.

Father Mkhathshwa reported that a court had decided on Tuesday that nobody was to blame for the death of a three-year-old girl, who was shot dead by a policeman while playing outside her home at Atteridgeville, near Pretoria, two months ago. He said this made blacks bitter and caused loss of confidence in the judicial system.

Urgent was reported from the Cape Town area, the Eastern Cape and Transvaal overnight and early yesterday.

Mugabe off to mend fences in Moscow

From Jan Raath, Harare

Mr. Robert Mugabe, Zimbabwe's Prime Minister, leaves on Sunday for his first official visit to the Soviet Union. His two days in Moscow are expected to mark the start of an improvement in relations between the countries.

The uneasy ties stem from the Soviet Union's exclusive backing of Mr. Joshua Nkomo, leader of the opposition Zanu party, during Zimbabwe's independence war. Appeals for assistance for Mr. Mugabe's Zanu guerrilla army were rebuffed by the Russians and he

turned to North Korea and China.

Continuing links between Zanu and the KGB were hinted at in 1982 during the trial of Mr. Dumiso Dabengwa, the party's wartime chief of military intelligence, who was dubbed "the black Russian" for his extensive contacts with Moscow. He was charged with being behind an operation to build up large arms caches for a coup attempt.

Foreign Ministry officials here have pointed out that the invitation was issued more than

three years ago and that Mr. Mugabe has visited America and met President Reagan.

● **Farm pay about-turn:** The Government has considerably reduced a 120 per cent wage increase announced in August for plantation workers and averted the possible collapse of the agro-industrial sector, which earns Zimbabwe the equivalent of £50 million a year in exports.

Farmers claimed they could not afford the wage and their resistance led to demonstrations, lock-outs and strikes.



Mrs. Aquino, introduced as 'the next president of the Philippines', addressing supporters in her husband's home town yesterday.

Mrs Aquino gives strong hint of Marcos challenge

From Keith Dalton, Manila

More than 2,000 Filipinos yesterday marked the 53rd birthday of the murdered opposition leader, Benigno Aquino, with exhortations to his widow, Corazon, to fight President Marcos in the February election.

Mrs. Aquino was introduced as "the next president of the Philippines" after she led a convoy of 50 cars and two buses to her husband's home town of Tarlac, 70 miles from Manila.

Streamers saying "Cory Aquino for president" were

hung on buildings near the church where she heard mass for her husband, who was shot in August 1983 at Manila airport after returning from three years' exile.

Mrs. Aquino, told supporters yesterday that she still has not decided whether to run against the man she has described as the "chief suspect" in her husband's killing. She will announce her decision once Mr. Marcos signs into law the election Bill, which he is expected on Saturday.

Space crew launch new satellites

From Mohsin Ali, Washington

The crew of the US space shuttle Atlantis yesterday launched the first of the three communications satellites and prepared for a busy week testing space station construction techniques.

The crew included the Mexican astronaut Señor Rodolfo Neri Vela, who watched the \$46 million (£31 million) Morelos B relay station, Mexico's second communications satellite, was sent spinning from the shuttle cargo bay as the spacecraft crossed the Equator 220 miles above the Indian Ocean.

The crew of seven will also launch satellites for the Australian Government and the RCA corporation.

The launch of Atlantis on Tuesday night provided the most spectacular sound and light show in the 35-year history of more than 2,000 launches from Cape Canaveral.

During the mission, two astronauts will assemble a 45ft aluminium beam and a small pyramid outside the shuttle to test techniques for building a proposed \$1.1 billion space station in the 1990s.

The crew will also use a powerful camera to search for signs of underground water supplies in Ethiopia and Somalia.

Romanian cultural veto delights the West

From Richard Bassett, Bucharest

Romania's veto of an uncontroverted final statement proposed by Hungary at the end of the European cultural forum has been hailed here as a triumph of Romanian diplomacy.

"No-one can now deny that Romania has an independent foreign policy free from the Kremlin's instructions," a delighted Romanian diplomat said yesterday.

The Hungarian document, though falling far short of the Western delegation's demands for an acknowledgement that human rights are fundamental to European culture, was reluctantly accepted by the West.

This meant conceding a valuable propaganda point to the East which places far greater value on such formal documents. The West was resigned to this until the Romanian delegation rose to say that Bucharest could not accept the statement.

The reasons were precisely those the West had used before reluctantly agreeing to it - that it did not mean anything.

The Romanians thereby endeared themselves to the

23 jailed for fraud in Peking

Tokyo (AP) - Twenty-three Chinese local government officials have been jailed in Peking for bribery, fraud, illegal speculation and tax evasion, Xinhua news agency reported.

The report, monitored in Tokyo, said the Peking Municipal Intermediate Court was told that the managers, technicians and bank, tax bureau and other administrative employees illegally received a total of 256,000 yuan (£63,000).

The officials "caused losses to the state of 1,126 million yuan through the abuse of their positions".

Xinhua gave details on only three of the officials who were sentenced on Tuesday.

The longest term of 10 years went to Zhou Kangyuan, who had worked for a company attached to the Ministry of Astronautics Industry and was accused of taking 30,000 yuan to supply a firm with 400 Fiat cars. Zhou pleaded not guilty.

Gan Junxi, a tax official, was jailed for seven years after he pleaded guilty to receiving bribes worth 6,860 yuan since 1980 and granting unauthorized tax cuts and exemptions, cheating the Government out of 357,000 yuan.

Yin Zhinong, a retired employee of the Capital Iron and Steel Company, received a six-year term for speculating in rolled wire.

Symbolic success

Mr. Norman St. John Stevas, MP, leader of the British delegation, said yesterday that the forum had been a "considerable success" in extending the "frontiers of the dialogue of cultures" (Nicholas Asaford writes). That delegates from East and West had been able to express themselves freely was of enormous symbolic significance. The failure to agree on a final document was largely the result of "one of those endless Balkan wars" between Hungary and Romania.

West which hoped to avoid a meaningless document.

The Soviet Union was furious and immediately attempted to adjourn the forum for three hours.

The Hungarians were also angry as their nightmare of the forum ending without a final document had come true.

The Romanians were also happy to hit back at the Hungarians who during the six-week forum had taken many opportunities to criticize Bucharest for its handling of the Hungarian minority in Transylvania.

Setback for Uganda peace pact

From Charles Harrison, Nairobi

Prospects for an early settlement of the Ugandan crisis appeared to recede yesterday when Mr. Yoweri Museveni, leader of the National Resistance Army, accused the ruling military council of launching an offensive against his forces.

He also claimed that Egyptian and other experts were assisting government troops.

The NRA holds a large area of south-west Uganda and has had the Army garrisons in Masaka and Mbarara under siege for weeks.

The division of the country has cut supply routes to landlocked Rwanda and Burundi, and trade is no longer flowing between the NRA areas and the rest of Uganda.

Until yesterday, the peace talks that have been on and off in Nairobi for more than three months had appeared to be nearing a successful conclusion.

But Mr. Museveni yesterday threatened to launch a new offensive against the Army, in retaliation for what he said was an offensive against his forces. If necessary he would withdraw from the negotiations.

He said the presence of Egyptian military experts and some Canadian "mercenaries", as well as former SAS instructors now working with the Ugandan Army, had complicated the situation. The NRA was now frightened of them, but it was wrong for outsiders to intervene in Ugandan affairs.

He also accused unnamed African countries of trying to influence developments in Uganda. A spokesman at the Egyptian Embassy here denied that any Egyptian forces were in Uganda.

Euro MPs win some budget concessions

From Richard Owen, Brussels

European budget ministers yesterday emerged wearily into a grey Brussels dawn after nearly 20 hours of talks with the surprise announcement that they were prepared to go some of the way towards meeting the European Parliament's demands over budget spending for next year.

Britain alone objected to this concession and was outvoted.

Some Euro MPs welcomed the decision as a mark of the first real dialogue between the Parliament and the Council of Ministers over the budget. But later in the day Mr. Efstathios Christodoulou, the Parliament's budget rapporteur, said the council's concessions were still inadequate and could provoke a financial crisis, with the EEC regional and social funds running dry during 1986.

The wrangle over talks with the budget has become an annual ritual, and all-night sessions are a feature of the EEC scene. But the row has extra edge this year, partly because of the Parliament's insistence that additional funds must be voted to take account of the accession of Spain and Portugal in January, and partly because next week's European summit in Luxembourg will decide whether the Parliament at Strasbourg should at last be given greater power.

If as expected the answer is "no", or "not much", the Parliament is likely to use the limited powers it has at present to block the budget when it goes back to Strasbourg for a second reading next month.

At the first reading earlier this month, the Parliament added £1.4 billion to the budget, restoring cuts made by the council. MEPs argued that the extra money was needed not only for enlargement but also to meet financial commitments left over from previous years, most of them in the area of social and regional spending.

Yesterday's decision cuts the budget back again by £850 million, making a total of just over £20 billion. This leaves £550 million of the Parliament's extra spending intact.

Britain argued that even this was too generous. Ireland opposed the decision on the opposite ground, urging the council to go further in meeting the Parliament's demands. Both were defeated.

Mr. Henning Christophersen, the Budget Commissioner, maintained that the council's new budget was adequate to meet the cost of enlargement and would leave both Spain and Portugal financially in the area. Intensive consultations will take place to reach a compromise by Christmas, and Mr. Christodoulou said the Parliament was always ready to "clarify" matters with the council.

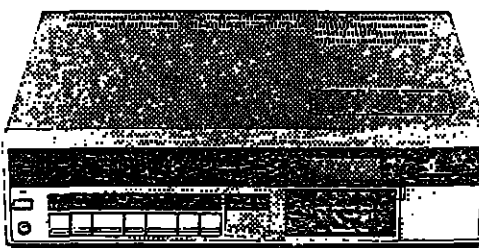
Gulf funds Aids work

Paris (Reuter) - Arab Gulf states yesterday gave a million francs (£88,000) to the Pasteur Institute for research into Aids. According to the latest World Health Organization figures, the disease had infected 15,000 people worldwide, but no case has been identified in the Gulf.

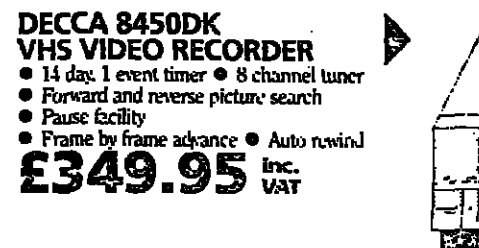
○ **CANBERRA:** The number of Aids deaths in Australia has almost doubled to 60 in the past six months, the Health Minister, Mr. Neal Blewett, said yesterday.

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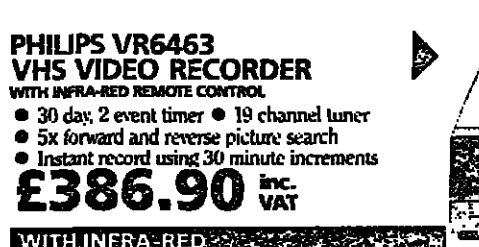
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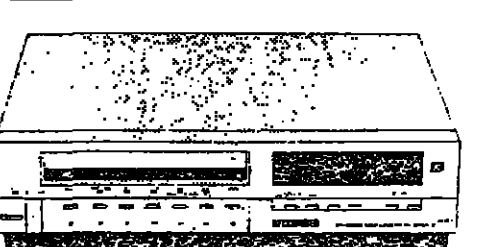
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US intelligence reels as CIA net closes and more spy scandals loom

From Christopher Thomas, Washington

US intelligence, already reeling from a spate of immensely damaging spy scandals in the past month, is braced for yet more disclosures as the FBI and CIA close in on additional suspects.

"More cases are coming", an Administration official said. "Don't think it's over yet". Mr Caspar Weinberger, the Defence Secretary, ordered new security curbs yesterday on 50,000 military and civilian employees with access to secret codes and cryptographic equipment.

But the action is too late to recoup the enormous losses. In the past two years there have been 24 arrests on espionage charges arising from a fiercely determined hunt for spies in an unaccustomed spirit of co-operation between the FBI and the CIA.

Mr John Martin, head of the internal security section of the Justice Department, who is often described as the top US spy hunter, said: "Success breeds success. The CIA and FBI have been learning with us over the past 10 years how to prosecute spies effectively while maintaining secrets."

Neither the FBI nor the CIA believes there has been an increase in foreign intelligence officers in the US under cover of diplomatic jobs. But they do

believe there are more spies working as businessmen and trade delegates who target high technology secrets. When caught they are usually charged with export control violations rather than espionage.

Three of the latest spy suspects - Larry Wu-Tai Chin, Jonathan Pollard and Ronald Pelton - were due to appear in different federal courts yesterday for bail hearings. Their alleged spying activities are unconnected.

Intelligence sources were quoted yesterday as saying that Pelton, formerly a communications analyst with the National Security Agency, was in a position to know the capacity of many of the National Security Agency's highly sensitive satellites and other intelligence-gathering tools. He could have caused damage "beyond calculation" by enabling Soviet officials to alter their behaviour or to feed false information.

In the case of Wu-Tai Chin, a former analyst for the CIA, an eight-page indictment said he had access to classified material "at all levels, including secret and above".

● TEL AVIV: A senior Israeli diplomat is being recalled from Washington after US authorities identified him as the contact for

an American accused of passing secrets to Israel, a radio station reported yesterday (AP reports). Israel Army Radio said the man, whom it did not name, would return to Israel yesterday. It said the decision was made after the FBI hinted that the recall would save Israel some embarrassment if the man's name were revealed in court proceedings against Jonathan Pollard. Pollard has been charged with selling secrets to Israel and Pakistan.

● PEKING: China denied yesterday that it had any connection with Wu-Tai Chin who has been charged with spying for China since 1952, operating as a Chinese agent while working for US intelligence and receiving a promotion in 1982 in Peking for his alleged espionage activities (Reuters reports).

● CARACAS: A high-ranking Venezuelan diplomat in London was arrested on charges of espionage for the Soviet Union, a newspaper reported yesterday (AP reports).

Mr Nwale Kaldone, an adviser in the Venezuelan Embassy in London, had been arrested in Caracas. Security agents had also been sent to London to question other embassy officials including the Ambassador Señor Jose Luis Salcedo, the newspaper said.



Cardinal Jean Marie Lustiger, Archbishop of Paris, flanked by Cardinal Thomas Stafford Williams (left), Archbishop of Wellington and Cardinal Josef Glemp, Primate of Poland, at yesterday's session of the synod.

Bishop in plea for divorced

Rome (AP) - An Austrian prelate yesterday suggested to the extraordinary synod of bishops of the Vatican that divorced and remarried Roman Catholics should be allowed to participate fully in the church after a period of penance.

Archbishop Karl Berg, aged 76, of Salzburg, called for more understanding for divorced and remarried Catholics.

The Roman Catholic Church does not recognize divorce, and Catholics who marry again without an annulment are excluded from communion.

Archbishop Berg's remarks to the closed session of the assembly, convened to assess the impact of the reforms of the Second Vatican Council, were reported by a Vatican official.

England takes bronze in team chess

By Raymond Keene

After a roundabout win by the Soviet Union in chess history's first world team championship in Lucerne, England picked up the bronze medal, with Hungary finishing second.

Scores were: Soviet Union 37%, Hungary 34%, England 30%, France 28%, Romania 28%, Switzerland 27%, China 27%, Argentina 25%, West Germany 23%, and the composite African team 7%.

Leading scores on the top boards were: Viktor Korchnoi 7½ out of 9 (Switzerland) ahead of Tony Miles (England) and Anatoly Karpov (Soviet Union) both with 5 out of 7. This is a personal triumph for Korchnoi who took the initial gold medal ahead of his old rival, the former world champion.

Individual results of the English team were: Tony Miles 5 out of 7; John Nunn 4 out of 7; Jon Speelman 3½ out of 7; Nigel Short 4 out of 8; John Miles 4½ out of 8; Murray Chandler 5½ out of 8; Jim Plaskett 2½ out of 5; and Glenn Flear 1½ out of 3.

The Malta hijack Commandos accused of being too eager to storm jet

From Colin Hughes, Valletta

Western diplomats here believe that the storming by Egyptian commandos of the hijacked EgyptAir Boeing 737 should have been delayed, at least until shortly before dawn the next day. One diplomat said yesterday that as soon as the commandos arrived at Luqa airport on Sunday morning they were "raring to go".

Most of the Maltese ministers were in the airport control tower throughout the hijack, including Dr Carmelo Mifsud Bonnici, the Prime Minister, together with US, British, Libyan, Greek and other Western European representatives. But only the Egyptian Ambassador and leader of the 25 commandos were consulted about the storming.

"They held a pow-wow

separately late on Sunday afternoon, and that was when the decision was taken. Nobody else was involved," the diplomat said.

A "very cold calculation" was made, weighing expectations that at least 20 passengers would die in any assault against the hijackers' threat that more hostages would be shot. In fact, 59 passengers died.

But the Western representative believed that, since no passengers had been shot after 10am on Sunday, and the hijackers had shown their first sensitivity by asking for milk for the eight children on the plane during the afternoon, there did not appear to be any immediate danger at the time of the storming, three hours after nightfall.

"Far from rising tension, the situation seemed much calmer than it had been on the Saturday night," another source said. "The general feeling is that it would have been better to wait through the night, and if the hijackers had not accepted a peaceful resolution, to attack them when they were at their weakest."

The Maltese are said to have placed themselves "more or less entirely in Egyptian hands" because they did not have the necessary forces or expertise to take the critical operational decision.

It is also widely believed that Malta will be embarrassed if it is shown that Libya financed the hijackers.

Malta's non-aligned and neutral socialist government last year negotiated a pact with Libya which promised increased economic co-operation, Libyan investment and exchange of employment.

Although the post-Mistoff government is more willing to deal with both socialist and Western European governments, the Libyan agreement was seen as crucial in attracting funds to boost the island's economy.

The Libyans partly own two of Malta's largest hotels and Libyan tourism has risen significantly in the past year.

The Government has to conduct a sensitive balancing act in maintaining relations with both Egypt and Libya, because it hopes that more foreign investment will cut unemployment on the island, expected to be one of the main issues in general elections early in 1987.

Similar considerations will influence Dr Mifsud Bonnici in deciding on any application from Egypt to extradite the surviving hijacker, who has named himself as Omar Marzouki, aged 20, a Tunisian.

Washington steps up its surveillance of Libya

From Our Own Correspondent, Washington

The United States has intensified aerial and electronic surveillance of Libya to keep track of any military moves in the tense aftermath of the hijack crisis in Malta. American forces in the area have been alerted in case of trouble between Egypt and Libya.

President Reagan has sent a message to President Mubarak praising the storming of the plane. The Administration hopes its swift support for the Egyptian Government will help to repair the damage done to relations by the Achille Lauro affair last month.

In a false public defence of Egypt's action, Mr Caspar Weinberger, the Defence Secretary, said the US fully supported the difficult decision to storm the aircraft. "It's important for all these people, even those who have suicidal impulses as part of their cult, to

know that these things cannot succeed."

He acknowledged that "we were prepared to provide, or to offer, appropriate assistance" during the crisis. It is now known that the US offered to send the Delta Team, a counter-terrorism group, to help storm the aircraft. President Mubarak turned down the offer.

At the time the Sixth Fleet was alerted and reconnaissance planes were deployed close to Libya to detect any unusual military movements.

It is not clear now the US would have responded to any military move by Libya. Some Administration officials have expressed a personal view that they would welcome an opportunity to make a move against Colonel Gaddafi.

Egypt wants survivor extradited

From Alice Brinton, Cairo

Egypt has formally requested that Malta extradite the surviving hijacker of the Egyptian airliner to stand trial in Egypt.

Mr Paul Mifsud, a spokesman for the Maltese Government has said that several people have identified Omar Marzouki, now in hospital in Valletta, as one of the four hijackers who seized the Egypt

Air Boeing 737 on a flight from Athens.

The Egyptian Government claims that the four hijackers were part of a breakaway Palestinian group opposed to Mr Yasser Arafat's Palestinian Liberation Organization and that Libya was involved.

Egypt is carrying out intensive studies of its actions against the hijackers amid

support for its decisive move to storm the aircraft and criticism that it could have avoided so much bloodshed.

According to President Mubarak's leading political adviser Dr Osama al-Baz, the events were recorded on film which, according to confidential official sources, have been seen by the President and Defence Minister Abu Ghazala.

Kohl leaves cheered by budget speech response

From Frank Johnson, Bonn

Chancellor Kohl of West Germany, left here yesterday for his one-day meeting in London with Mrs Margaret Thatcher, probably happier politically than he had been since the spring, when his popularity, on the evidence of a big regional election and of opinion polls, started to fall.

According to the polls, his popularity has not yet started to rise. Herr Johannes Rau, the Prime Minister of North Rhine-Westphalia, the Social Democrat who routed Herr Kohl's Christian Democrats in that regional election, is still ahead of the Chancellor.

Herr Rau is expected to be the Social Democrats' candidate for Chancellor at the next general election, early in 1987. But just before Herr Kohl left for London, speaking in the annual budget debate in the Bundestag, he is generally

agreed to have had a success, his first, in almost any form, for months.

This was partly because he was able to produce some plausible statistics, which suggested that the economy was improving, and partly because the Reagan-Gorbachev summit meeting in Geneva is thought to have helped him with West German opinion. The Social Democrats had attacked Herr Kohl for committing himself too much to the United States strategic defence initiative (SDI).

Herr Kohl had replied that an American refusal to abandon SDI should not mean an end to Soviet-American talks on arms control. This is the view that seemed to be taken by the two participants at Geneva, doubtless to Herr Kohl's relief. Most West German voters are probably uncommitted on SDI.

European code after Minster fire

From Richard Owen, Brussels

Amid growing awareness of possible irreparable damage to historic European buildings after the disastrous fire at York Minster last year, delegates from the European Parliament, the Council of Europe and Unesco yesterday decided to work out a Europe-wide code of practice to prevent similar tragedies.

The code is to be drawn up by York University's Institute of Advanced Architectural Studies by next autumn.

The first replacement roof beams were installed this week at York Minster, which was badly damaged by fire in July last year.

At a European parliamentary hearing in Brussels organized by Mr Edward McMillan-Scott, the Conservative MEP for York, experts gave evidence on damage to buildings in Europe through fire, flood and earthquakes, including fires at Trinity College, Dublin, and Luxembourg Cathedral, flood damage in Florence in 1966, and the impact of the Friuli earthquake in Italy nine years ago.

Mr McMillan-Scott said the Europe-wide effort, dubbed the Phoenix Inquiry, would produce a code of conduct "from the ashes of York Minster" to benefit future generations.

French fire new device in Mururoa test series

Wellington (Reuters) - France exploded a large nuclear device, estimated at 50 kilotons, at the Mururoa Atoll test site, New Zealand scientists said yesterday.

The explosion, the eighth this year and the 74th underground test by France, was the largest since a blast of more than 70 kilotons in May. It came 48 hours after a seven-kilotonne test.

Australia, New Zealand and other South Pacific states have consistently opposed the test programme which France started 10 years ago and says it will continue indefinitely.

On-the-spot ban for drivers

Paris (Reuters) - The French Government approved a Bill under which drunken drivers, or those suspected of having more than the allowed level of alcohol in their blood, will have their licences taken away on the spot. Police will be empowered to remove drivers' licences and to ban them from driving for up to 72 hours on the basis of the conduct, without a breathalyser test.

Guri's men out

Antelope, Oregon (AP) - Three followers of the Indian guru, Bhagwan Shree Rajneesh, resigned as members of the city council here, saying they wanted to leave the city with a "clean sheet". Residents have voted to change the town's name back to Antelope from City of Rajneesh after the guru's departure from the United States.

Rock visitors

Gibraltar (Reuters) - More than two million tourists are expected to have crossed into Gibraltar since Spain opened its border in February. The number was up 100 times the number of resident Gibraltarians.

Player missing

The Hague (Reuters) - Andres Podgorski, aged 18, Hungarian table tennis player, disappeared in Belgium before his team returned to Budapest after a match against The Netherlands, according to a European table tennis official.

Punk's penalty

Bonn (Reuters) - A Bonn court ordered a punk rocker to pay DM10,000 (about £2,650) damages to Heino, a popular folk singer, for breaking a court injunction not to impersonate him. The punk rocker once turned up at court with 15 friends, all dressed as Heino.

Top judge quits

Lima (Reuters) - The president of Peru's Supreme Court, Judge Cesar Barros Conti, resigned in protest at budget cuts, saying courts were overburdened and about 75 per cent of 23,000 prisoners were awaiting trial.

Klinghoffer suit

New York (AP) - Lawyers for the family of Mr Leon Klinghoffer sued the PLO, the owners of the Achille Lauro and others of \$1.5 billion (£1.03bn) over his murder during the cruise ship's hijacking.

99lb tumour

Islamabad (AP) - Pakistan surgeons removed a tumour weighing 99lb from the stomach of Mrs Rashida Begum, aged 35. She was in a satisfactory condition after the operation.

Airports close

Rome (Reuters) - Italy's 25 civil airports were paralysed by a strike of airport firemen; 70 flights were cancelled. Another strike is planned for December 3.

Killer leak

Brussels (Reuters) - Two workers died and another was injured when an explosion, apparently caused by a gas leak, brought down the roof of a carpet factory in the southern Belgian town of Harelbeke.

Taipei tariff cut

Taipei (Reuters) - Taiwan, bowing to US pressure, is to cut tariffs on 920 imported items, including wines, chemicals, footwear and car parts, the Finance Ministry said.

Bridge blackout

Sydney (Reuters) - Floodlights on Sydney Harbour Bridge are to be switched off for two weeks to give people a better view of Halley's Comet.

No silver lining

Prague (AP) - The supreme court here overturned appeals by 24 people, including state mint staff, jailed for illegal speculation in silver and currencies for 18 months to 15 years. One man was said to have made £830,000 profit.

Blast claim by Athens left-wingers

From Mario Modiano, Athens

One of the 13 policemen injured when a car bomb, detonated by remote control, ripped apart the police van taking them to the police central Athens, died early yesterday. Another was said to be in a critical condition.

Tuesday night's outrage which smashed windows and shop fronts over a wide area not far from the Athens Hilton, is believed to be an act of vengeance for the killing of a 15-year-old demonstrator by police in last week's street riots here.

Responsibility for the attack was later claimed by the "17 November" organization in an anonymous call to a newspaper. The group has in the past specialized in highly professional political assassinations of Americans and Greeks. November 17 is the day students rose up against the former military regime, leading to its downfall.

The group has authenticated a total of nine murders and one unsuccessful attempt since 1975 by leaving leaflets at the scenes. Witnesses said two youths fled from the site on a scooter.

Mr Andreas Papandreu, the Prime Minister, deplored the attack which, he said, "shows the destabilization forces threaten tranquillity and democracy in our country".

He reassured the Greek people that the rule of law would be imposed "whether the crime was committed by an anarchist element or other constitutional network. Social tranquillity shall be preserved at all costs."

Deficit rises: The Greek Government, which embarked on a controversial two-year austerity programme last month, yesterday announced a budget for 1986 envisaging reduced deficits and much higher tax revenues. (Reuters reports).

The budget statement by the Finance Minister, Mr Dimitris Tsouvolas, acknowledged that last year's budget deficits had far outstripped projections. It said that this year's shortfall was 393 billion drachmas (£2.7 billion) compared with a projection a year ago of 454 billion, but next year's should drop to 569 billion drachmas.

Mr Tsouvolas called it a "stabilizing, pro-development and socially just" budget, saying health, education and social welfare spending would continue to grow while increases in other areas of spending were checked.

Without specifying exactly how, the budget said tax revenues should increase 32 per cent next year to 1,642 billion drachmas.

Pasok's havoc, page 12

Flood of foreign aid overwhelms Mali markets

Bamako (AFP) - Over-generous international aid has saved Mali from the spectre of famine from drought, but it is wrecking local markets as many recipients sell off food surpluses to the detriment of farmers.

This landlocked West African country, which originally asked international agencies for 233,000 tonnes of food aid, already has received 259,000, with a further 49,000 expected.

To make things worse, the basic aid ration of 110lb of maize or wheat has been distributed to rich and poor alike, regardless of purchasing power. Many promptly put some of their share on sale to the highest bidder, or exchanged it for other commodities like salt, tea or even tobacco.

Defiant Galtieri blames Britain

From Douglas Tweedale, Buenos Aires

In an impassioned courtroom defence of his decision to invade the Falkland Islands, the former Argentine President, General Leopoldo Galtieri, blamed Britain for the war and said he was at peace with his conscience.

Speaking on Tuesday in his own defence at the trial of 16 officers accused of responsibility for Argentina's defeat, he said: "The detailed examination of my conduct led to the inescapable conclusion that what was done was well done."

The former Navy commander, Admiral Jorge Anaya, the former air force leader, Brigadier Basilio Lami Dozo, and 11 of the other officers on trial also made use of their right under Argentine military law to speak in their own defence on the last day of hearings in the Falklands War trial.

The military prosecutor has requested 12 years' imprisonment for General Galtieri and Admiral Anaya on charges of military negligence and poor planning in their decision to invade the islands. But observers said the prosecution was unexpectedly lenient with all 16 of the defendants, asking for 10 to be acquitted and requesting lighter sentences than those recommended by a military investigating commission for the rest.

Although the hearings are secret, most of the statements of the accused officers were made available to the press on Tuesday night, effectively turning the trial into a showcase for a patriotic harangue by General Galtieri.

"History," he said, "will put things in their place and will salvage the glorious gesture" of the April 2, 1982, seizure of the islands. He rejected charges of negligence and said the three-man military junta which ruled Argentina at the time "was forced to respond to a massive British aggression".

He claimed that the invasion of the Falklands was "a necessary act of self-defence by the Argentine Government and not an act of aggression".

"The facts show that it was Britain that sought to provoke an armed conflict from the very beginning," he said.

April 2, 1982, was the start of "a long march that will end with the recovery of those islands that are so much ours", he said. "That is when the dead of the General Belgrano, the heroic pilots, my men who fell at Port Stanley (the Argentine base at Port Stanley) and at dozens of other sites will rise up and lift their heads, above the loneliness and darkness in which they are now submerged, and will demand their rightful place at the head of the Argentine nation," General Galtieri said. "And they will no longer be alone. I, for one, will be with them."

The Supreme Council of the Armed Forces, the military court trying the case, will go on to consider the evidence presented during the course of the two-year trial. Military sources said it would probably hand down a verdict in mid-January.

'Interim report' on Sinai killings

Mubarak message placates Peres

From David Bernstein, Jerusalem

Israeli-Egypt relations received a boost yesterday in the form of a personal message from President Mubarak to Mr Shimon Peres, the Israeli Prime Minister.

Delivered by the Egyptian Oil Minister, Mr Abdul Hadi Kandil, it called for "an improvement in bilateral relations in all its aspects".

Mr Peres expressed himself satisfied with the message, including Mr Mubarak's remarks on the recent killing of seven Israelis by an Egyptian gendarme in Sinai. He said these constituted an acceptable "interim report" on the affair.

It is not clear whether Mr Yitzhak Shamir, the Israeli Foreign Minister, who also met Mr Kandil yesterday, shares this view. Mr Shamir has said he

opposes a resumption of the stalled talks on Tabat until Cairo delivers a "full report".

Failure to resolve any differences on this point between Mr Peres and Mr Shamir could stand in the way of resuming the talks, which the Egyptians indicated they would like to do early next month.

Mr Kandil, who arrived in Israel on Tuesday night, returns to Cairo today.

Waite sees hope in kidnap case

From Christopher Thomas, Washington

Mr Terry Waite, the Archbishop of Canterbury's envoy, who is trying to negotiate the release of kidnapped Americans in Lebanon, said he does not believe the captors' demand for the release of prisoners held by Kuwait can be met "as put".

"But I do believe there is a way forward. I am a believer in all parties to this being able to talk together."

Mr Waite briefed Vice-President Bush at a White House meeting on Tuesday. He said he had come to "keep in touch" and had made no special request of the Administration.

He was not tasking for any pressure to be put on Kuwait for the release of prisoners. "I haven't brought Kuwait into this. This is a demand of the captors." He said he had come to get more clarification on various questions and would be returning to New York.

Mr Bush praised the envoy for his courage and said that "we are very grateful for his humanitarian concern". Last night he was due to leave New York for London. This morning he is to report to the Archbishop of Canterbury at Lambeth Palace.



A Shia Muslim gunman (left) handing a cup of coffee to a Druze militiaman on a troop carrier as they jointly patrolled west Beirut. Shia and Druze militias fought savage battles in the city until Sunday.

Opposition presses González for Nato debate

From Richard Wigg, Madrid

Spain's opposition parties moved yesterday to force the reluctant Government to hold the crucial parliamentary debate on Nato membership next month as a prelude to a referendum.

A suggestion by Señor Felipe González, the Prime Minister, that the debate should be

postponed for a fourth time - to January or even February - has exasperated the opposition. There are suspicions that the Government may be searching for a way to avoid holding the referendum, rashly promised when still in opposition, by calling early general elections.

Under the constitution these must be held before autumn next year, but Señor González, as Prime Minister, has the right

to go to the country whenever he wishes.

The terms of the question to be put to the Spanish people about remaining in or quitting Nato are expected to emerge from what has become known here as the "Nato debate", first scheduled by the Government for April, then postponed till June and finally promised by Señor González for next month.

Señor González expressly rejected an earlier explanation from a Socialist spokesman that the postponement would be to allow more time to obtain results from Madrid - Washington talks about reducing American bases in Spain.

Señor Manuel Fraga, leader of the principal opposition party, threatened yesterday that he would adopt every available parliamentary means to block any further delay.

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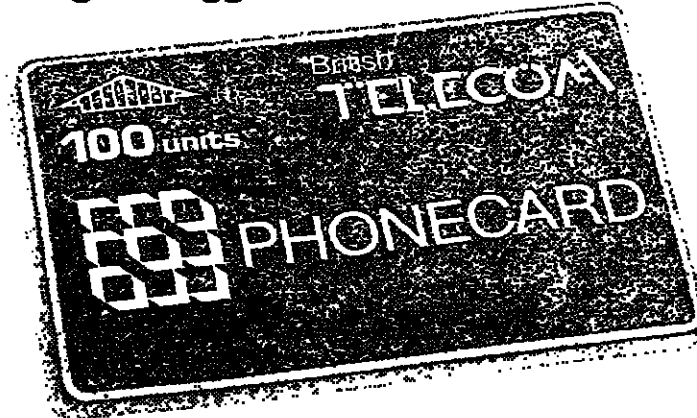
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SPECTRUM

A judge of plain speaking

The Times Profile:
Lord Lane

A portrait of Lord Lane, Lord Chief Justice of England and Wales, hangs in the Great Hall of Gray's Inn. He sits robed and wigged in the formal pose used for centuries by artists commissioned to depict those who have attained eminence in the law. But there is one small difference that sets this portrait apart from the hundreds like it: the subject is actually trying to smile; an impish grin is on the verge of breaking through.

This is a Lord Chief Justice who does not consider himself to be above the common herd, who does not take himself too seriously. For all his robes and titles, Geoffrey Lane is one of the least pompous and stuffy, most amiable and - dare one say - ordinary men to hold high judicial office.

The office of Lord Chief Justice is one of those curious anomalies that abound in the English legal system. Its holder is the top professional judge (the Lord Chancellor, judicially senior, is a party political appointment) yet he does not sit in the country's highest court. The law lords, below him in the constitutional pecking order, are superior in the legal hierarchy - they can hear appeals from his rulings.

He is not necessarily the most legally influential, or the best known judge. Lord Denning, during his long stint as Master of the Rolls, was far better known during the Sixties and Seventies than the Lords Chief Justice of that period; and he left more of a mark on English law. The LCI (as he is familiarly called) has been saddled with a rag-bag of disparate duties and responsibilities, a combination of the judicial and the administrative, with a strong and time-consuming measure of social and ceremonial.

He presides over the Court of Appeal's Criminal Division (the Master of the Rolls heads the civil equivalent); he is head of the Queen's Bench Division of the High Court, with its 48 judges, and is especially concerned with its Divisional Court, where the little man can take on officialdom.

To the general public the Lord Chief Justice is the man responsible for sentencing policy. He is the one blamed when judges are too lenient, and (less often) when they are too savage. To some extent the criticism is misguided. Parliament, after all, makes the laws. It is, though, the Lord Chief Justice's task to guide his judges in the level of sentences they impose. English justice, on the whole, frowns on "tariff" or mandatory sentences, and he can never order the judges to pass a specific prison term. His guidelines have to allow the particular facts of the case to be considered.

Nothing angers Lord Lane more than to be told that he and his judges are out of step with public opinion. He would not have been pleased last week when David Mellor, a junior

Home Office minister, announced that he was sending the LCI a copy of *Hansard* reporting the Commons debate on sentences for rape. The implication that the judiciary needed to be spoon-fed to realize the public and Parliamentary disquiet about sentencing was offensive to many judges. It is particularly unfair to Lord Lane, who is undoubtedly closer to real life than any of his predecessors.

Lane can be extremely touchy at what he considers to be meddling in the judicial process, by the Home Office or anyone else. "He doesn't like being messed about, and he doesn't believe that the administration of justice is anybody else's business. He doesn't really like anyone that seems to be interfering or imposing, and that includes bureaucrats, the Home Office, academics, television and the Press," a colleague commented.

He recently refused to allow judges to co-operate in an important and respectable academic study of sentencing policy. Some of his fellow judges thought it an unwise decision, damaging to the judiciary's image. But Lane, totally in character, considered that taking part in the research would be time consuming, achieve nothing, and could make the judges look foolish. "He is extremely protective of his judges, against all comers," a fellow judge remarked. In return, he is the subject of near-unanimous respect, affection and admiration in the often-catty world of the judiciary.

Lane is also much liked by the legal profession. "He is a very direct judge. There is no flannel. He sees what the case needs and goes straight for it," one barrister said.

His directness of thought and language hides a first rate analytical legal brain. Only occasionally, as in the recent appeal when the two South Wales miners had their murder convictions reduced to manslaughter, is he seen at full and brilliant stretch.

It is too soon to assess his long-term influence over the criminal law and sentencing, or in the field of administrative law. But he has been an undoubted success in running the justice machine. Lane became Lord Chief Justice in 1980, after a short stint as a law lord, which he did not totally enjoy. He succeeded Lord Widgery, a cold, remote figure whose previously brilliant legal brain had been affected by illness, and who spent at least the last 18 months in office not in full control of either his legal pronouncements or his administrative duties.

It was as much Lane's administrative efficiency as his judicial abilities that landed him the job. What was needed after Widgery was a hard-working LCI respected by his fellow judges, who could act not only



BIOGRAPHY

1918 Born in Derby.
1939 Joins Royal Air Force.
1942 Promoted Squadron Leader.
1943 Wins Air Force Cross.
1944 Marries Jan Macdonald.
1946 Called to the Bar at Gray's Inn.
1952 Becomes QC.
1963 Appointed Recorder of Bedford (until 1956).
1966 Appointed High Court judge in the Queen's Bench Division.
1974 Promoted to Court of Appeal.
1979 Becomes a law lord (Lord of Appeal in Ordinary).
1980 Appointed Lord Chief Justice.

the crash of a Trident which killed 118.

Like many men who are reticent about themselves, Lane is extremely outgoing, jolly and opinionated with company in which he feels at ease. He is very funny, and he challenges as the wittiest after-dinner speaker among the judiciary. In more private, convivial surroundings his stories, limericks and comments take on more earthy substance. "He does not necessarily use language which would be appropriate to addressing an elderly aunt," is one of the more delicately phrased descriptions.

It was no surprise when an American lady lawyer in London for the American Bar Association meeting revealed that she had complained to Lord Lane about the sexist content of a light address he had given.

Rather more serious offence was caused in a Darwin Lecture in Cambridge in 1983, when he suggested that the term gay, in its new sense, should not be used, and the men be called "homosexuals and/or buggers" instead. Many of his admirers felt that such opinions ought not to have been expressed publicly, nor in such intemperate terms.

That lecture represents Lane at his most combative and passionate, urging battle against his personal horsemanship of the Apocalypse - permissiveness, pornography and drugs. He wants a return to Victorian morality, strong families and strong laws against those who purvey what he calls the horror and filth that he sees destroying society, especially the young. It is all traditional Conservative fodder, not far removed from the views of the Prime Minister (of whom, it is said, he is no great admirer). In other ways, though, he parts company with the stereotype. He does not want the return of capital punishment, and his views on the nature and causes of crime, and on penal policy, are far from simplistic.

Lane is now 67, and can remain LCI until 75. But he has been heard to say that now finds the administrative part of his job tedious, and the sheer volume of work tiresome. "He is not one of those judges for whom the law is everything in life. I don't think he'll overstay his welcome," said a colleague. "I wouldn't be surprised if he gave it all up in a couple of years."

Marcel Berlins

© Times Newspapers Limited, 1985

BOOKS I

Play up, play up,
and play for fun

Ivo Tennant

PLAYING DAYS
By Tony Lewis
Stanley Paul, £9.95

Tony Lewis was one of the last of the amateur all-rounders. He played cricket, rugby, and the violin with conspicuous success, but he played them always for fun. Runs and reputation went to him like gods, and his autobiography, like his life, is the richer for it.

Playing Days is with Mike Brearley's *The Art of Captaincy*, probably the pick of the tons of cricket books published this year. The two authors have much in common: friendship dating from Cambridge, a facility with words, captaincy of England at cricket, and the ability to take a detached view of the often insular world of professional sport.

Lewis is now a full-time writer and broadcaster, and has the journalist's eye for a good anecdote. Here are no bland accounts of half-forgotten matches, or chapters given over to "the greatest of my time", or worse, "the gentlemen of the press". We learn not of his score on his county debut but of the score settled by his fiancée.

It was a sunny day at Bath, Glamorgan were in the field. Lewis, the Cambridge Blue, was sent down to third man. He was within 20 yards of the boundary when his fiancée, who had been watching him, said: "If it is your wish to take the Bishop of Portsmouth's daughter to the Christ's Marguerite's cocktail party and not me, then you can jolly well marry her." Loudly cheered by Somerset supporters, she hurried her engagement ring at what by now was a flannelled fool.

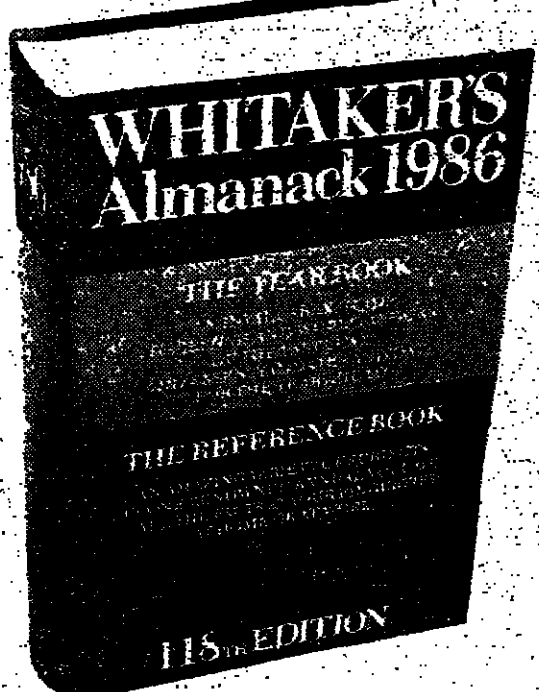
Three weeks later they married. In time, too, the centuries flowed, a champion-ship and test caps were won and, when amateurism passed away, Lewis, like Dexter, Cowdrey and all, became a professional sportsman. It suited his pocket but not his spirit. At the Oval he would gaze at the city and dream of alternatives. On more attractive grounds he focused on the cricket. The blinkers did not fit him as they did G. Boycott.

It is almost obligatory, too, for the modern cricket book to include psychoanalytical material on Mr. Boycott. Lewis introduces it in the context of his theme, the joy of amateurism and sadness at its passing. Boycott, he writes, was the antithesis of the cricketer who did not own his life and soul to cricket.

All this might suggest that Lewis took the field half-heartedly, that he enacted the part of the gifted dilettante. Not so. In Welsh cricket amateurs led from the front. Wilf Wooller took the ball on the chest on green, seaming pitches, and expected Lewis to do likewise.

He allowed his protégé to call him by his christian name only when Lewis could ape his scrum-half passing of a hefty ony's clock.

Now, Lewis would probably not gain a place at Cambridge. He would not choose seven-day-a-week professional cricket and the NCU would object to his joining the *Sunday Telegraph* without provincial experience. They shrink by their own myopia.



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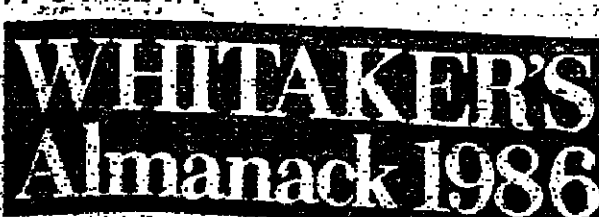
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IT'S ALL IN



TOMORROW

Bhopal, one year on:
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from poison gas.
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what are their
hopes of redress?

SATURDAY



Scofield
speaks:
the life
behind
the
legend



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THE RITZ
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LONDON

Pop go the music lessons

Rock musicians will become teachers in a
bold new classroom experiment

Wanted: a pop group with the youthful exuberance of Wham!, the social awareness of Dire Straits, the originality (though not the commercial slickness) of Culture Club and above all, the ability to teach.

These are just some of the talents which the Coventry Centre for the Performing Arts is hoping to find for its "Pop Group in Residence" scheme in the spring.

Coventry education authority, like many others, has had artists in schools under the now well-established "Artist in Residence" programme, which gives pupils the chance to work directly with those involved in the arts. But opening the scheme to a pop group is an adventurous idea.

"Bands must be able to express ideas and share experience"

"It's not a gimmick, it is needed", said Peter Isherwood, director of the Local Education Authority-funded centre, which was set up last year in a Catholic comprehensive.

"Some of the kids the scheme will reach have nothing as an interest. If their interest in pop music is developed into something that offers an outlet for

their energies then it will also encourage social responsibility."

A dispirited group of youngsters kicking their heels on a street corner in Villenhall, one of the tougher areas of the city, showed flicker of enthusiasm for the scheme. "I'd go for a laugh to see what it's like," said one 15-year-old. "Even though I find music boring, it would be better if a pop group was teaching us."

Two 13-year-old girls, self-confessed Wham! fans, were more interested. One goes to a school where the nearest thing to music-making is singing "Bright Eyes" and playing the cymbals. She said she would be keener on pop music and the motivation of being a pop star.

Peter Isherwood has already expanded the range of musical teaching in Coventry schools in his joint role as Music Adviser and Director of the School of Music. He has increased the number of full-time teachers of individual instruments from four to 30, including some with links in the pop world such as Neil Davies, once lead guitarist with The Selecter, which had chart successes four years ago.

A Gulbenkian foundation



Rock guitarist turned teacher: Neil Davies (right) in his Selecter days. Singer Pauline Black (left) has gone on to become a Channel 4 presenter

grant of £16,000, matched by the LEA, will fund the scheme, and 20 bands have already answered advertisements in the music and education press ready to audition early next year. The bands need not be chart successes, but should be well-established and on their way up. They should have done some recording, as the centre is asking for a demo tape.

"They must be able to express their ideas and share their experience", said Peter Isherwood. "As well as an audition and an interview, they will also have to teach a class to see how they get on."

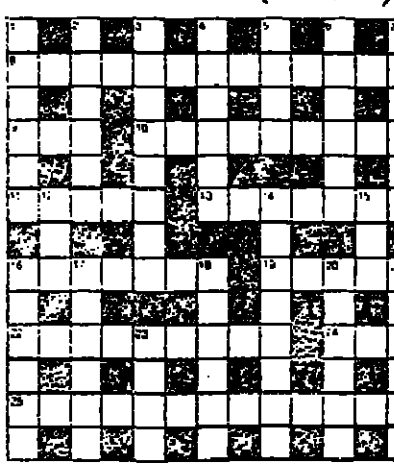
The group will be following in the footsteps of Owen Dutton, aged 36, a teacher who has already introduced pop music into his lessons at Ernesford Grange, a 1,200-pupil comprehensive in a social priority area. He has been seconded to work part-time on the project.

He retains the enthusiasm for pop that he developed in his teens: he still plays as a semi-professional and has done recording sessions as a backing artist. Now he has youngsters playing the guitar or drums who in other classes may be regarded as troublemakers. Pupils who

CONCISE CROSSWORD (No 812)

ACROSS
8 Star group (13)
9 Regret (13)
10 Avertible (9)
11 Held fearfully (5)
12 Extract (7)
13 Frenzied (7)
14 Behave theatrically (5)
22 Reserve (9)
24 Excavate (3)
25 Emergency touch-down (6,7)

DOWN
1 Egyptian beetle (6)
2 Overrun (6)
3 With legs astride (8)
4 Room recess (5)
5 Post (4)
6 Wood (6)
7 Put money into (6)
12 Wonder (3)
14 Oklahoma (8)
15 Montana Indian (8)
16 Slap gently (3)
17 Reply (6)
18 Set alight (6)



SOLUTION TO No 811
ACROSS: 1 Rugged 4 Madame 7 Mini 8 Opulence 9 Homeland 13 Bay 16 Endocrinology 17 Bar 19 Luscious 24 Cravasse 25 Fair
DOWN: 1 Ramp 2 Gunpowder 3 Drool 4 Mourm 5 Deed 6 Mecca 10 Excel 11 Alias 12 Drone 13 Boomerang 14 Yo 15 Beed 18 Aorta 20 Issue 21 Trend 22 Avid 23 Prey

هكذا من الناحية

BOOKS II

Film of the

Father Figures

Usual silly-bangs from old war-hacks

Sartre admitted that the script he wrote for John Huston, now published for the first time, would have lasted seven or eight hours, and that it would have been impossible to shoot. "As you know," he told Kenneth Tynan, "you can make a film four hours long if it has to do with Ben Hur, but a Texas audience won't sit through four hours of complexities." The subject of the film was Freud.

What we tried to do - and this was what interested Huston especially - was to show Freud not when his theories had made him famous, but at the time, around the age of thirty, when he was utterly wrong; when his ideas had led him into hopeless error. That, for me, is the most enthralling time in the life of a great discoverer - when he seems muddled and lost, but has the genius to collect himself and put everything in order. Of course, it is difficult to explain this development to an audience ignorant of Freud. In order to arrive at the right ideas, one must start by explaining the wrong ones, and that is a long process: hence the seven-hour scenario.

We're dealing with one of those occasions when, in fact, the only thing wrong with the project is the demands of the American film industry. As a script for television there is nothing unshootable about *The Freud Scenario*. I shouldn't be at all surprised if it could be played on stage. The passage of discovery from the wrong ideas to the classic formulations is presented through the relevant characters in a wholly dramatic way. The exposition is entirely without longeurs. The grasp of the whole complex argument is marvellous. Sartre was, after all, a major playwright among other things. Huston had not chosen the wrong man for the job. It was he himself who happened to be in the wrong job. In the event, the script was reduced and rewritten by "professionals". Sartre took his name off it. Montgomery Clift played Freud. The thing was not a success.

To return to those wrong ideas with which the film is concerned. We begin with a condition that is now apparently much less common than it used to be - hysterical blindness,

James Fenton on the existential view of the father of psychoanalysis for an epic film that never quite got made as it was meant

THE FREUD SCENARIO

By Jean-Paul Sartre
Translated by Quintin Hoare
Edited by J. P. Pontalis
Verso, £16.95

paralysis, and deafness. The received wisdom is that sufferers from these symptoms are malingerers. Freud demonstrates that this is not so, and goes to Paris in order to learn from Charcot about the use of hypnosis in the investigation of hysteria. At first he thinks that hypnosis can cure his patients - all you have to do is find out from them what has happened to produce the symptoms, then wake the patients up and tell them what they have said in their trance, and then they will be cured. But he finds that this method is so brutal as to endanger the lives and the sanity of the patients. For a long while he abandons hypnosis.

In the second phase he becomes intrigued by a patient of Breuer's called Caelelie (Sartre wanted Marilyn Monroe for this part, Anna Freud demurred apparently, in the end it was played by Susannah York), who has apparently responded well to hypnosis.

Her case intrigues Freud because it fits in with his theory that neurotic ailments of the kind she is suffering from occur when fathers have seduced their children in infancy. But Breuer's treatment too has put Caelelie's life in danger. She has developed a hysterical pregnancy. Freud takes her over after Breuer has abandoned her



in shame and remorse. He begins a new associative technique, which he uses to extract (for he is quite brutal with her) the story he wants. Once again however the result of the treatment is nearly disastrous. Freud comes to realize that he has induced his patient not to tell the truth but to lie about her father.

Now he must ask himself how this has come about, and why so many of his other patients have told the same lie. In doing so he is obliged to look not just at the patients' motives but at

his own role in the matter, and that means coming to terms with his own relationship with his father. The strength of Sartre's exposition lies in the fact that all the evidence he needs has been carefully deployed along the way. Much emphasis is placed on Austrian anti-semitism, Jakob Freud is seen as the Jew humiliated in front of his own son, who vows to avenge the insult as Hannibal avenged Hamilcar. The father is also seen both as an object of love and as a target for hatred. It is the meaning of this hatred that Freud must elucidate.

In the course of the scenario we see Freud breaking with three fatherly influences in his life: Meynert, the professor of neurology who, here depicted as being a sufferer from hysterical symptoms himself, tries to break Freud's career and research; Breuer, who fears the consequences of Freud's following through of his ideas; and Fliess, the nasally obsessed crank about whom so much has been written recently.

The depiction of Fliess is interesting because, although Sartre had read only the selected correspondence which had been published five years before he drafted the scenario in 1959, and although he did not apparently know the by now famous story of Fliess operating on a patient's nose and leaving a great length of wadding inside it (which led to a memorably horrible scene in the recent television series on Freud), still the essentially seductive nature of that relationship was well perceived by Sartre. Fliess is the nearest thing the script has to a villain.

It is through the exploration of these three relationships, and through Freud's self-analysis at the time of the death of his father, that we come finally to the Oedipus complex. Freud learns to understand Caelelie through his understanding of himself. He learns to see his analysis of her as being impossible without that self-analysis. And in the last scene of the film he fully becomes a father, he understands what this means. And the meaning in question is very typical of Sartre. Breuer, by now reconciled to Freud, says to him: "You have won the right to be alone." "Yes," says Freud, "I'm alone and the sky has emptied. I'll work alone. I'll be my sole judge and my sole witness. Luckily we always die in the end."

Quite whether everyone would agree with the idea that becoming a father and discovering one's solitude are identical I doubt. J. P. Pontalis, who provides the introduction for this edition, quotes a sentence from *Les Mots*: "The rule is that there are no good fathers: it is not the men who are at fault, but the paternal bond which is rotten." Freud of course is talking about becoming the father of psychoanalysis. Or is it Sartre talking about becoming Sartre?

Almost daily the thrillers come thudding through the letter box in reinforced brown envelopes leaking kapok or polystyrene globules all over the place. On bad days they come on motor-bikes. Even their publishers must admit that there are too many and, more important, too many that are not very good. Nevertheless there are some which have eluded the net and, arguably, should not have done.

● The latest Len Deighton, *London Match* (Century Hutchinson, £9.95) is one such. It is the third of a trilogy in which the others were *Berlin Game* and *Mexico Set*. Very good on Berlin, dropping in such knowing asides as the fact that Zena calls her brother "Schrippe". It is miles more literate than most of its rivals and Deightons will love it. For myself I simply cannot believe in Fiona and I really do deal with the chip on his shoulder deal with, he's going to turn into a hunchback. Something different next time, please.

● I thought Sol Stein's *The Touch of Treason* (Macmillan, £8.95) was going to be "reely, reely, good" as the Scout London young say these days. It begins well, with the gruesome murder of a leading American Kremlinologist, incinerated by the kerosene heater in his bathroom. But in the end it seemed to disintegrate into cardboard predictability.

● The *Lady Killer* (Century, £9.95) is a 22-year-old Japanese novel by Masako Togawa newly translated into good, raw, colloquial English by Simon Grove. The first corpse is that of a Hiroshima orphan picked up in a bar while singing *Zigeuner Leben*. There is a lot of sex and a lot of corpses, some insanity and some incipient necrophilia. Ingenious, unusual and very nasty.

● "Newspaper editor writes book" reminds me of Dr Johnson's remark about lady preachers. In this case the editor is Michael Molloy of the *Daily Mirror* and the book is called *The Black Dwarf* (Hodder & Stoughton, £8.95). The plot involves Nazi, I'm afraid, but it was novel and ingenious to link them to slimming pills. What surprised me was the sloppy subbing. In the proof, for instance, I caught a sentence that ran: "Lewis tightened his belt and sat rigid in his seat as the muscles tightened in his chest once more." Editor baby will change that I thought. But no. It's still there in the finished version.

● And while on the subject of surprising authors, the comedian Mike Winters has written a thriller. It is called *Miami One Way* (Weidenfeld and Nicolson, £8.95). The style is breezy, the

THRILLERS

Tim Heald

location Florida. As with Mr Molloy, Johnson's dictum applies.

● Other writers are more predictable. Adam Hall has written, I calculate, 24 books as Ellston Trevor and this is his 13th as Hall, Northlight (W. H. Allen, £9.95) is subtitled "A Quiller Mission", which tells us that it features the well known agent of that name. This time around Quiller is roped in while on his way to meet a sixth *dan* at Heathrow and escort him to the *dojo*. It's an emergency. Namely "this submarine thing". There are lots of shooty-bangs in the snow.

● Other old war-horses have also produced the more or less annual work, all of them more or less up to snuff. Thus we have the 34th Jon Cleary, *City of Falling Light* (Collins, £9.95) which is Berlin in 1939 ("Did our Gestapo friends make trouble for you Fraulein?"), the 11th "Modesty Blaise", by Peter O'Donnell, *Dead Man's Hand*, (Sovener, £9.95). ("The commission was simple enough, but to Willie Garvin it was the most important thing he had ever tried to do in his whole life.")

● Larry Collins, who has previously written in a block-busting tandem with Dominique Lapierre, has gone solo with *Fall from Grace* (Granada, £9.95). This is something of a Gardner clone, a story of espionage and deceit, love and courage and shooty-bangs in World War Two, dressed up with an author's note which begins portentously "Fall from Grace is a novel and therefore, by definition, a work of the imagination". In other words, nudge, nudge, wink, wink or as Mr Collins coyly puts it, "What is not, however, imaginary is the historical tapestry into which their stories have been woven". Ah well, he's a perfectly competent weaver, even if he goes on a bit.

● There is no such note in *Patriots*, by Gerd Christian Seiber, (Michael Joseph, £9.95), but the blurb says he is "already noted for his predictions". If so I hope he has sent a copy to the Ministry of Defence and told them to look after their Harriers more carefully. And if he HAS been weaving away at a real life tapestry, who can this character be on page 99? "The editor yawned. A haze of lunchtime booze was almost visible as he shut his mouth of pipe-rotten teeth." Jolly rude. Chaps guilty of such lese-editor run a severe risk of not getting their books reviewed.

Books for Christmas

On St Andrew's Day our critics pick the books of the year in fiction, crime, biography, humour, poetry, and much, much more in our annual supplement

These art deep waters . . .

Carlo Ginzburg's book *The Cheese and The Worms* - its subtitle is: *Piero della Francesca: The Baptism, The Arezzo Cycle, The Flagellation* - is an enigma itself. Whatever it is, easy reading it is not.

Apart from the scholarly density of the text, only to be identified by the patron who commissioned the work from Piero. This person could be not both with Piero's work and only the crucial evidence regarding dating, but could also elucidate the unusual iconography.

Since no new documents have surfaced, justification of yet another series of conjectures to be added to the vast existing body, has to come from elsewhere. And it does. The author offers an alternative method of inquiry, based on the detective work. It is like to compare with Sherlock Holmes, the art historian Giovanni Morelli, and Sigmund Freud. The most insignificant of details, can and do become crucial clues.

To take the much loved "Baptism of Christ" in the National Gallery. Some scholars have dated the picture in 1440 by starting from an iconographical deviation from norm observed in the three missing: the final clue is still Ginzburg decided to look

Sanda Miller

THE ENIGMA OF PIERO
By Carlo Ginzburg
Verso, £12.95

elsewhere for clues, and set out to identify the patron who commissioned the work from Piero. This person could be not both with Piero's work and only the crucial evidence regarding dating, but could also elucidate the unusual iconography.

The persuasiveness of his brilliant chain of arguments is such that, in the end, the conclusion seems as firm as if based on first-hand documents. With equal stylishness, the proceeds to demolish existing hypotheses regarding the cycle of frescoes in Arezzo, representing "The Golden Legend" of Jacopo da Varazze, and the little panel with "The Flagellation" in Urbino, replacing them with his own, and taking us through a fascinating voyage of discovery in the process.

Carlo Ginzburg's book is decidedly neither an art historical, nor an historical book. Although written by an historian, *The Enigma of Piero* is a norm observed in the three missing: the final clue is still Ginzburg decided to look

My knowledge of Madagascar was limited: lemurs are native to the island, and in the 1630s Prince Rupert wished to colonize it. (His mother, Elizabeth of Bohemia, opposed the plan on the sensible grounds that "if Madagascar were a place worth the taking or profitable to be kept, the Portuguese by this time would have had it..."; for some reason Miss Murphy calls him "Rupert of Bavaria.") Well, my ignorance has been remedied. Dervla Murphy evidently fell in love with the island, despite contracting gout and hepatitis, and tells us more about it than most of us could have imagined we would want to know.

Its informativeness seems to me one of the merits of this book. It is an old-fashioned virtue. Victorian travel writers really believed they were bringing their readers news of the unknown parts of the world: they felt a duty to tell. So does Dervla Murphy. Her book is packed with historical, geographical, and anthropological information.

The world it reveals is interesting. Madagascar's colonial history was short, and "as a colony it was wholly unlike any of the European colonies in Africa, though in one way

Travelling pros(e) on the exotic job

Allan Massie

MUDDLING THROUGH IN MADAGASCAR
By Dervla Murphy
John Murray, £10.95OUTPOSTS
By Simon Winchester
Hodder & Stoughton, £12.95

comparable to British India. There too people had long been accustomed to bureaucratic and/or hierarchical institutions of their own... It was however declared a French colony in 1896, recovering its independence in 1960. Dervla Murphy insists on the word "recovery", "before the French conquest the Merina kingdom had been internationally recognized as an independent sovereign state..." Before the arrival of the French too, the main European influence had been exerted by British Nonconformists of the London Missionary Society. One missionary, name

of Jones, remarked that "the Merina of all classes were more civilized than many of the inhabitants of Wales". European and Christian influences were therefore exerted on a complex and developed civilization, different obviously from ours, largely illiterate, animist in religion, with fine architecture and a coherent system of government.

Such Europeanization as took place, and still occurs (more students now going to Moscow than to Paris) was hardly more than a veneer. What works in Madagascar today seems to be what is native to the Malagasy: what is crumbling is the European element which the mixed Polynesian/African people reject, or do not care to work.

Like a good traveller, Dervla Murphy reveals in it. All the solid parts of the book are good. Others are less satisfying. Dervla Murphy is unfortunately a professional traveller: she

travels to write books in order to travel. Her books have the weaknesses of the genre. There is tiresome emphasis on the details of her journeying, a recurrent note of self-congratulation; there are many sneers at Western tourists who prefer beaches (why shouldn't they? They are on holiday, while Miss Murphy is on the job); and the usual stuff about the moral and spiritual superiority of the underdeveloped.

Simon Winchester is a professional too: a professional journalist, a fact which has enabled him to visit, on expense account, all those outposts of Empire which remain British colonies. Not even his ingenuity can supply any other link between British Indian Ocean Territory, Tristan da Cunha, Gibraltar, Ascension Island, St Helena, Hong Kong, Bermuda, British West Indies, the Falklands, Pitcairn, and other territories. Again there is much interesting information, and some good writing. Again there is some honest indignation - the treatment of the islands of Diego Garcia and Saint Helena seems in different ways equally shabby. Again there is some professional sentimentality.

From the bodies of the kirk

FICTION

Philip Howard

THE AWAKENING OF GEORGE DARROW
By Robin Jenkins
Waterfront, £8.95FORTUNE'S DAUGHTER
By Alice Hoffman
Collins Harvill, £8.95THREE MINUTES' SILENCE
By Georgii Vladimov
Translated by Michael Glenny
Quartet, £9.95

and warm, passionate and rigorous. If he does not manage to make the Calvinist science attractive, at least he shows how it could act as the motor for great events in a country obsessed by sin and lust, rank and rebellion.

Robin Jenkins brings to life a strange, exotic world, with judicious use of the naive dialect. I jealousy that part of his attraction for the Japanese academics is the fun they have clapping about his Lallans.

Far more exotic for us than the nineteenth-century kirk is twentieth-century California, where the natives go in for odder beliefs than predestination. Instead of the byres and manes of the Lowlands, *Fortune's Daughter* gives us a searing, earthquake summer in Hollywood, when the chap-

ral in the foothills is thick with manzanitas. Two women meet by accident. The older one reads fortunes from tea-leaves. The one thing that she cannot bear to see in the tea-leaves is a child, the symbol for pregnancy, because of a shameful, secret pregnancy in her past, and the daughter she gave away.

Sure enough, the younger woman's tea-leaves are thick with images of children. She has run away from home, and been ditched by her egomaniac man, pregnant and isolated. In her loneliness she turns for help to the older woman, who is forced to come to terms with her past. Like George Darrow's life, it is a very painful and at times obstetric book. Alice Hoffman has a gift for finding the eccentric and the paranormal in the everyday, and for creating clever, weird characters who are credible. The story of the middle-aged fortune-teller who has lost her daughter, and the pregnant young woman who has left her mother is partly about the loneliness of being a woman. In spite of its bizarre setting, it engages us, and keeps us turning the pages to see what happens.

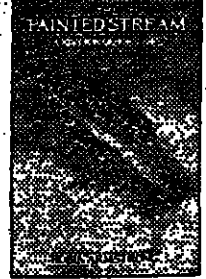
Georgii Vladimov, who lives in exile from the Soviet Union in Paris, based his novel on his experiences working on a trawler with the Soviet North Atlantic fishing fleet. The crew and passengers of the ratty trawler on the cruel sea represent a microcosm of Soviet society, from the tyrannical Stalinist manager to the cynical fisherman, and from the honest son of toil to the intellectual idealist. The ship of fools is a satire on the Soviet system that is both symbolic and explicit. In the final storm at the climax of the novel the regular three minutes' radio silence allows them to pick up another ship's distress signal. The emergency revives the morale of the heroes, and presents their party masters in their true, nasty colours.

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THE TIMES DIARY

Barbican carbuncle

Prince Charles is about to jump on his architectural high horse again, this time lashing the Barbican. In a programme on community architecture called *The Pride Factor*, to be broadcast on Sunday, he talks of buildings constructed from modern materials that end up "crumbling and decaying... and looking hideous as well", singles out concrete for particular criticism, and continues: "You only have to look at the Barbican. It looks so gloomy." He also extols the Americans as an example to the British, as he did in his speech on Tuesday night. While American architects deal with clients who are concerned with the end product and who do not stint, he says, British architects have to deal with clients "who don't really understand or are not really interested". He continues: "We ought to think about the future. We ought to think about our successors. Are they going to thank us for some of the things we have put up just because we feel it's better not to spend too much money on them?"

Unfraternal

To Peter, junior employment minister, and his wife Virginia, Tory MP for South-West Surrey, can now be added a third political Bottomley - Peter's brother, Henry. Peter will not be over-joyed, however, Henry has just been selected as a Labour candidate for Lambeth council, of Red Ted fame.

Lord Hailsham's magisterial posture has taken its toll on the Woolstack. The Lord Chancellor's seat in the House of Lords is said to be "worn and lumpy" and plans are afoot to have it restuffed with British and Commonwealth wool.

In the wings

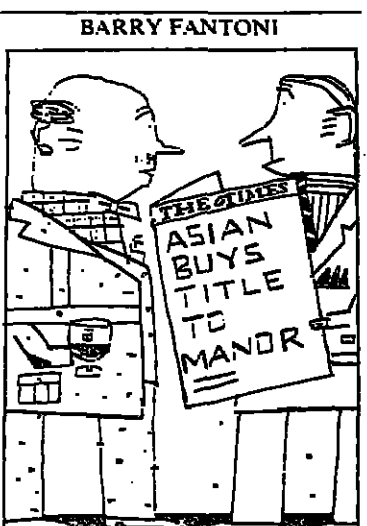
Norman Tebbit, Michael Heseltine and David Steel will indeed tread the boards next time. Having agreed, as I mentioned in September, to don a painter's smock for a walk-on part in Timothy Finn's new musical, *The Laughing Cavalier*, they have just heard that the Bradford and Bingley building society is coughing up £40,000 to put it on. The proceeds from a probable two-week run at the Old Vic next summer, will go to Mencap. There's no getting out of it now, chaps.

Room disservice

President Mubarak of Egypt got the wrong man when he named the occupant of Room 401 of the Grand Hotel in the Libyan capital of Tripoli as the mastermind behind the Egyptian hijack. The hapless occupant turned out to be Benoit Salieu N'Gom, president of the African Association of Jurists.

Red tape

A rare burst of candour from John Hamilton, nominal leader of Liverpool City Council. Interviewed in his office by David Selbourne, an Oxford political tutor, for tomorrow's issue of *New Society*, he variously complains that "I'm leader, but don't have power", that Militant "are trying to box me off from the media... they'll tell you I'm out when I'm in", and that "gangsterism" prevails: "You can't get a job here unless you are a Militant. It's not for no reason that Hutton's got his orders." He also claims that "this place is bugged". To prove his point he takes Selbourne through into Hutton's empty office and shows him a TV console on Hutton's desk that monitors the corridor outside Hamilton's office. Hamilton turns up the sound. "You could hear every footfall, or every whisper," records Selbourne.



BARRY FANTONI

No sir

Seven angry Commonwealth high commissioners in London are reporting back to their governments that they have been snubbed by Sir Geoffrey Howe. The seven, from Australia, Canada, Guyana, India, Swaziland, Zimbabwe and Antigua, were delegated by all 47 Commonwealth high commissioners in London to meet the Foreign Secretary to express their fears for the future of Unesco if Britain withdrew. The meeting was arranged on Monday for Tuesday night. The seven arrived at the Foreign Office to find that Sir Geoffrey was attending the debate on Northern Ireland in the Commons and had delegated Timothy Raison, a junior minister, to meet them instead. "It should not have been beyond his ability to tear himself away from the Commons to see us for an hour," complained one.

PHS

The Ulster risk we have to take

by Garret FitzGerald

The Hillsborough agreement is not a magic cure. Of the two persons in three in the Republic who support the Anglo-Irish agreement, I am sure at least one is worried, maybe even fearful. No sane person should be without some worry about Northern Ireland in its aftermath. The facts justify the sober reflection: some 2,500 dead in the last 16 years; some 25,000 maimed; some 45,000 incidents of shootings, bombings and arson. All this among a population of a million and a half.

Can this violence get worse? We should be under no illusion but that it can, because the agreement threatens the merchants of violence. It is precisely for that reason, however, that it offers hope - a hope reflected in the recent MORI poll commissioned by *The Sunday Times*. This showed 48 per cent of Catholics in Northern Ireland expressing the view that the agreement would lead to less support for the IRA and only 14 per cent that it would lead to more. Only one third of all the people of Northern Ireland believe the agreement will lead to more support for the IRA. One third of Catholics and Protestants together believe there will be less support and one third say neither or have no opinion.

People naturally have misgivings, but they also have hope. Mrs

Thatcher and I are both fully conscious of the risks of doing something to tackle violence at its political root, but we are firmly convinced that the riskiest path is to do nothing at all. There are still those who are mesmerised by the danger of doing anything and who themselves have nothing to commend. To them I would say that this is one problem which will not solve itself.

For all my political life I have believed that Unionists and Nationalists must talk to each other and that an eventual solution will only come from that dialogue. It has been argued that the Hillsborough agreement does the opposite: that it seeks to impose a solution, that it removes the incentive for Nationalists and Unionists to talk to each other and that it has been negotiated over the heads of the people of Northern Ireland. I see it differently.

The agreement imposes no particular solution. On the contrary, its purpose is to provide a context in which a way forward can emerge. The agreement addresses a problem that has been obvious for some time, that Nationalists and Unionists within Northern Ireland have been

incapable of agreeing a way forward by themselves.

Both have deep problems of identity. Nationalists have not been able, or encouraged, to develop within structures alien to them. Unionists have been fearful of finding themselves in a similar position.

The political arena of Northern Ireland needs to be widened to give more space to the Nationalist and Unionist parties. The lack of security on each side, which feeds off the other, needs the bolstering influence of both governments. The political leaders of Northern Ireland need new opportunities for dialogue on a firmer base.

This is the accomplishment of the Hillsborough agreement. Unionists are now formally assured by both governments in a solemn and binding international agreement that there will be no change in the present status of Northern Ireland without the freely given consent of the majority of its inhabitants; and are assured further that both governments recognise that such consent does not at present exist.

Nationalists are assured by both governments that if in the future a majority decides in favour of Irish

unity, the British and Irish governments will take steps to give effect to that wish. Both the Unionist and Nationalist positions are thus given equal legitimacy.

Nationalists in Northern Ireland look to Dublin for support of the legitimacy of the Nationalist position. We in Dublin will have a say in precisely those issues of greatest sensitivity such as political and security matters, the administration of justice, identity and cultural areas. The British government will provide the same role - as the governing power - for Unionists while continuing to exercise responsibility, without any derogation of sovereignty, for all the affairs of Northern Ireland.

Both governments want to see democracy at work in Northern Ireland. We want to see devolved structures set up on a basis of widespread acceptance across the two communities. The agreement offers a solid basis for this to happen, not only by providing a firmer stage for Unionist and Nationalist leaders but also by providing that when those leaders come together and reach agreement, both governments will gladly withdraw from the areas of agreement which have been devolved.

The author is Prime Minister of the Irish Republic.

Donald Macintyre asks if Britain's biggest union will reject the left

In three weeks' time most of the people who will be running Britain's biggest union at the time of the next general election will have been selected.

Twenty-six of the Transport and General Workers' lay members will soon be voted on to the union's executive committee. Few of them are known to the public outside their own areas. Yet they form what is probably the most powerful single body in a British trade union.

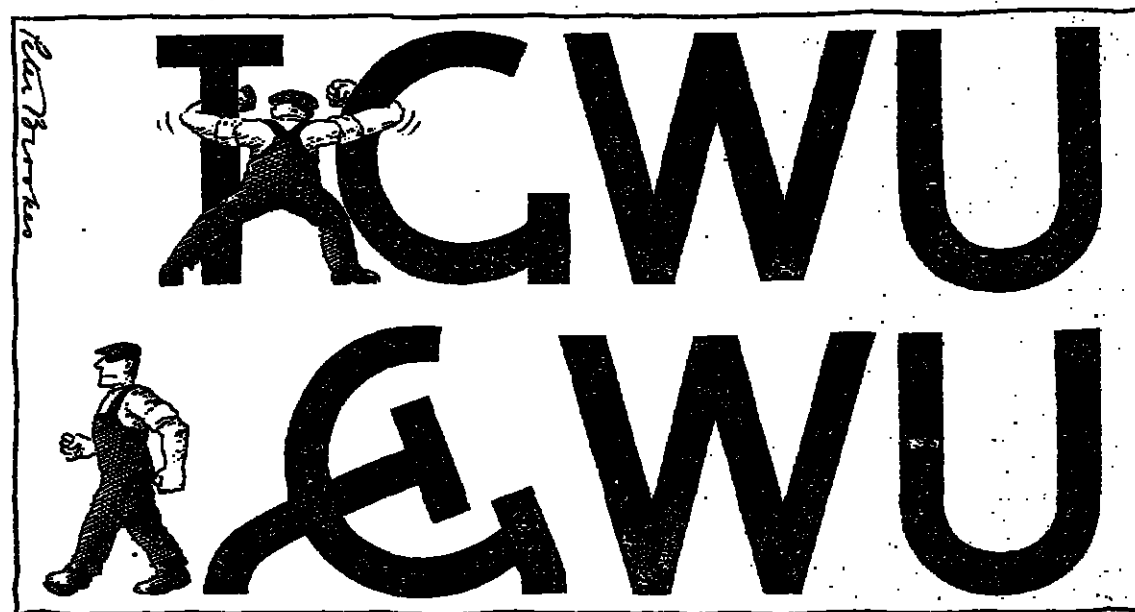
The TGWU is the only union to have sent two general secretaries into Labour cabinets. Its block votes at TUC and Labour Party conferences (currently representing 1.5 million and 1.25 million respectively) are far and away the biggest. On its own it constitutes 8 per cent of the electoral college which picks the Labour leader and his deputy. It has been crucial on countless occasions in the formulation of policy.

That influence, at least since the departure of Jack Jones, has been exerted in a consistently leftwards direction. This was seen in the union's refusal in 1978 to endorse the economic accord with the Callaghan government which its own new general secretary, Moss Evans, had initially supported; in its almost successful efforts to secure the deputy leadership of the party for Tony Benn in 1981; in its support for constitutional changes in the Labour Party such as mandatory reselection; and most recently in its crucial backing for the miners' controversial demand for reimbursement of fines at this year's TUC and Labour conferences.

A great deal of this can be attributed to the executive itself. Its constitutional powers are comprehensive and range from appointment of all full-time officials, apart from the general secretary, to sole authority to endorse sponsored MPs, from hearing appeals to deciding how the union's money should be invested.

Traditionally use of those powers has been described by some as a succession of strong general secretaries. The authority of Ernest Bevin, Arthur Deakin, Frank Cousins and Jack Jones flowed partly from the strength of their own personalities, but partly also from the general secretary's unique constitutional position. Every other official is appointed by the executive, made up of representatives of local or sectional constituencies. The general secretary alone is elected by the whole membership.

For whatever reasons, Moss Evans did not exercise that authority, creating a vacuum which tended to be filled by dominant personalities on the executive and which will as a consequence be that much more difficult for Evans' successor, Ron Todd, to recapture. Executive members have tended to be on the left, their strength growing steadily for a number of reasons. The ban on communists taking office, imposed in 1945, was lifted and there was an absence of a right-wing machine to match the left as there was in the AUEW or NUM. There is also a solid minority of indirectly elected trade group



Elections that could hold the key for Kinnoek

members on the executive, chosen by their peers on the national trade group committees - and activists chosen by fellow activists.

For the most part the TGWU left is not at the "cuddly" or "Euro" end of the left Labour/Communist Party spectrum, but closer to that of the *Morning Star*, where the London region this year gave £10,000.

In the North-west this is further complicated by Militant, which supported Bobby Owens, the new regional secretary, and where Alan Quinn, the hard-left executive member, is fighting a challenge from the moderate and long-standing Halewood convenor, Billy McQuire. The dominant figure on the executive is Walter Greendale, a 56-year-old dock worker who has been on the committee for 20 years and is on the Bennite left of the Labour Party. His battle for re-election in North Humberside will be watched with close interest throughout the union.

Greendale is president of the union, which means that he chairs the executive, the finance and general purposes committee and the biennial delegate conference. But his base is also the narrowest in the union: the North Humberside electoral district has a mere 18,000 members. Greendale has told colleagues that he is pessimistic about his chances of being re-elected. Keith Alim, the Metal Box convenor who is challenging him, will still have his work cut out to beat him, however.

Humberside, although small, is important because of Greendale's influence, but so are the union's two biggest regions. In London, for example, Brian Nicholson, the region's senior executive member

and, like Greendale, a docker and a member of the TUC general council, has now broken with the organized left which is seeking his removal. The slate supported by the CP and Labour left comprises Peter Fuzzey, a cab driver and sitting member, and Stan Lawrence, an unemployed West London member. Nicholson's "running mate" in the soft-left "pro-Kinnoek" camp is Colin Varnell, a shop steward at Heathrow Airport.

The Midlands region is also important, partly because one of the three executive members it returns will automatically become a member of the key finance and general purposes committee, filling the vacancy left by the death of Harry Ball. The committee's composition was changed five years ago to ensure that every region had one representative, the limit this places on the executive's choice has tended to make it more moderate than the executive itself.

To guarantee that the vacant seat goes to a moderate, the non-left candidates need to win in all three Midlands constituencies. In the vacant East Midlands division Mick O'Toole, a textiles industry shop steward from Spendon in Derbyshire, is the moderate while Lawrence Platt has the support of the left. In Birmingham and the Black Country Dennis Mills, chairman of the union's important 5/5 branch, an opponent of the hard left, and the sitting tenant, faces a left-backed challenge from Ray Sherlock, a steward at the city's Land-Rover plant. And in the Southern division the sitting tenant is a left-winger from Oxford, Ron Newcombe, who faces a challenge from George

O'Reilly, a Coventry council worker.

Because both the 1984 Trade Union Act and the TGWU's rulebook provides for workplace ballots - the most favoured method in the TGWU - the territorial elections broadly conform with the law, although they could be open to challenge if a member not able to vote at a workplace finds it impossible to vote elsewhere. The trade group elections which take place in January, however, are a different matter. The Act specifically provides that all voting members of the executive must be elected by secret ballot of individuals, and specifically rules out the kind of indirect election favoured in the TGWU's trade group.

The December executive meeting could make a late decision to conform with the law and arrange for the trade groups to be elected by ballot but senior officials, including Todd, are thought likely to advise that they should not do so, at least for the time being. A challenge in the courts is almost certain - the only doubt being whether the courts would grant an order before the elections take place or whether the letter of the law is broken only when the new executive is functioning. Moderates are increasingly likely to go to the courts in January to put this important point to the test.

The stakes for such a test are high. The union's rules revision conference - held only every six years - is approaching. The left is already considering ways of reducing powers of the finance and general purposes committee to make it more a creature of the executive; moderates want to make significant moves towards ballots on many issues.

More important, however, is the meaning of these elections for Neil Kinnoek. Bournemouth was a triumph for Kinnoek in reaching Labour supporters beyond the conference hall with a clear message on Liverpool and the miners. To sustain the momentum he needs to bring conference votes behind him as well. Nothing would help him do that more than a shift of the centre of gravity in Britain's biggest union.

etition and press under-secretary, followed with such rapidity that the labour crisis is almost forgotten. Laliotis walked out of the government and the party more in sorrow than in anger, insinuating that he found the government's ideological deviations intolerable.

Papandreou accepted Laliotis' criticism but also his resignation. Finding that the government's other contradictions were coming out in too sharp relief during the daily press briefings, he ordered them to be eliminated and reimposed a strict propaganda diet on television.

The hijacking of the Egyptian airliner and its bloody aftermath, involving the death of 12 Greek passengers, as well as the heated arguments about Athens airport security, once again deflected public attention from the problems piling up at home. The police van bombing brought them back into focus.

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Mario Modiano

Ronald Butt

Rape: cleansing the corruption

The following are facts, not matters for argument. Readers must judge for themselves the relationship between them and what follows from them. I shall offer my own opinion at the end.

● In the first six months of this year the number of recorded rape attacks increased by 27 per cent compared with the same period last year. The number of reported rape attacks which are not recorded because they are not substantiated is much higher.

● According to Detective Chief Superintendent Thea Wagstaffe of the Metropolitan Police the crime is "getting nastier". In an address to a Howard League meeting last week she specified in detail the sickening kinds of additional defilement to which victims are increasingly subjected. Their common characteristic is the humiliation of the victim through actions of pitiless and soiling contempt.

● Having increased comparatively little in the immediate postwar years, the incidence of rape began to rise significantly in the earlier Sixties. In the latter years of that decade, the statistics for Metropolitan London showed an increase that was even more alarming and which was continued unchecked. The Home Office will point out that the particularly large rise in the last few years may have something to do with a greater willingness to report rape since police attitudes to victims became more sensitive. However, this cannot affect the general argument, since the rise was almost continuous for many years before hand.

● Rape, including gang rape and other sexual offences against women, and against children, have become a part of our culture. Hardly a week passes without newspaper accounts of rapes of appalling brutality, not infrequently multiple attacks against a single woman. The principal source of satisfaction for the attackers is clearly gained in such cases from the cruelty inflicted on the defenceless.

● Sadistic "entertainment" becomes steadily more evident on television and in films. The producers' defence that dramatic integrity demands this or that scene of explicit sex hardly applies to the more conventional crime-and-violence soap operas or to sadistic movies.

● Thanks to films and television, rape now occupies the consciousness of young people in a quite unprecedented way. Yet before the war, rape figured in almost nobody's consciousness.

● There is much public disquiet about the increased viciousness and frequency of the crime, and the heinousness of sentences. This is shared by politicians of both major parties. Last week, Mrs Gwyneth Dunwoody (Labour) initiated a Commons debate on the subject. Having asked to see statistics, she was "horrified" by what seemed to be a drop in the severity of sentences. She referred to a recent case of gang rape and the contrast between the judge's remarks which "reflected the anger of society" and the sentences which did not seem to reflect that anger adequately.

In that particular case, for the

school girls, the four criminals aged 17 and 18, were sentenced to seven years and the two of 13 and 14 to three years' detention. If the sentences are supposed to take into account the age of the convicted youths, then it must be a question whether society considers that an 18-year-old who can vote, marry, and join the army is less responsible for his cruelty than an older criminal, or whether a lower understanding that he is committing cruelty is expected from a youth.

Home Office ministers must not interfere with the decisions of the judiciary, and therefore may not comment on this matter too closely. Nevertheless, David Mellor, the Under-Secretary, replying to Mrs Dunwoody, left no doubt that he shares the view that the average of from two to five years' rape sentences is too low. He also made it clear that he hopes the Lord Chief Justice will set out guidelines for sentencing, which he has not yet done.

● Finally, the years in which rape has so terribly increased, and in which the culture of violence has developed, are the years in which the free press of pornography has become a flood and in which very little restraint is now exercised, even on television, over sadistic entertainment. The Obscene Publications Act has been reduced to nonsense, first by ridiculing in the courts (with "expert" testimony) the "tendency to deprave and corrupt" provision; secondly by calling self-appointed "experts" witnesses to testify to the benefit to their frustrated patients of this sort of "pornography", however vicious.

What conclusions can be drawn? It has been the hallmark of the dominant opinion-formers that no clear causal relationship can be established between the rise in pornography and the rise in sexual crime. It is uncertain whether they would still place the right to see, read and hear what you like, and the producer's right to create a demand by supply, above the protection of women and children against the culture of violence, if they could be persuaded of a causal connection.

For myself, I think it self-evident that human beings who can be influenced for good and that we now have a culture which is driving the young, the rootless and the mentally, or morally, vulnerable, to imitate what it teaches. All pornography teaches that women are sex objects; any of it may stimulate an unstable man to take what he wants by force and to learn to relish the violence.

The backbench MP Winston Churchill, who has drawn second place in the private members' ballot, apparently intends using it for a bill to amend the Obscene Publications Act and to make it apply to television, which has no such legal restraint. The test of "deprave and corrupt" would be replaced by a simple question whether violent or sexual material was offensive when first seen, heard or read, and the test would be established by a jury which (under proposed government legislation) could not have been fixed by peremptory challenge. Such a bill will challenge the reputation of the Home Office, that no consensus exists for reforming the law.

moreover... Miles Kingston

Will's latest legacy

News that a new poem by Shakespeare has emerged from the woodwork sent us scurrying round to see Professor Ralph Tinker, head to the Institute for Finding New Bits by Famous Poets. He is an expert on identification of lost verses by famous people, most of which he finds himself in old attics or luggage left behind on Central Line trains. He tends to specialize in gathering fragments by Byron, Dylan Thomas and Philip Larkin, on the grounds that these will be more valuable than bits by obscure poets, but he was pleased to tell us that he, too, has an undiscovered poem by William Shakespeare.

"Actually, it's more of a thank-you letter, really. We tend to forget that the great poets didn't just write poetry; they also wrote the kind of things that you and I write. Shopping lists, birthday cards, replies to invitations and so on. Has it ever struck you as strange that we have found over a hundred sonnets by Shakespeare, but not one single thank-you letter?"

"No it never had, actually. 'Well, we've got one now. Here is how it starts.

Mark how in haste I write these precious lines To thank thee for the gift thou sentest me;

The setting sun now in the west declines. And in one hour in Stratford must I be,

So take it not amiss if I do speed To send thee thanks for that,

Your lovely gift's exactly what I need And I do now - my God, is that the time?

"It's not exactly great poetry," I said. "I got the feel, but..."

"It's terrible," said Professor Tinker. "Which probably explains why he crossed it all out. He seems to have started again a few weeks later, judging from the evidence."

Two months have passed since I first took up pen

To tell thee of my soul's rich gratefulness

For that which thou didst send me, since the when

I have been writing plays for Good Queen Beas

Of which there is no end, but now I come To one sweet moment's pause for thanks therefore. Thy generosity doth strike me dumb.

To say... But soft. It's Burbage at the door.

"He seems to have got interrupted quite a lot," I said. "When he's churning out plays, you don't get much time for anything else," said Tinker.

"Do you have any idea what exactly the present was he was trying to write a thank-you letter for?"

"Hard to say. But judging from the next few lines we have, the Bard was not so sure either.

Can it be seven years since first I sat To thank thee for a gift so beauteous?

And now that I do write, I mind me that I have forgot exactly what it was! No matter - what if it was I will please me

And Anne did write thy pleasant thoughtfulness And we shall send this letter off to thee,

As soon as we have found thy new address.

"He seems to have suffered from the same sort of procrastination as the rest of us," said Tinker. "In his case, it was fatal procrastination."

Full fifteen years have passed since first I meant To send thee thanks for that,

which thou me gave, And I am older now, all passion spent

And thou art dead and gone and in the grave. So never will thou know how much I tried

To get the letter done which now I send.

To start a poem is on the easy side But very hell is it to find an end."

Rather touching, I said, "but it still doesn't seem to have the genuine Shakespearean flavour."

"Not surprising," said Professor Tinker, winking at me. "I rattled it up on the computer this morning. Any time you want a missing poem by anyone, just get in touch."

Havoc - and Pasok must take the blame

Athens Andreas Papandreou, leader of Greece's Socialist government, losing his grip? Minutes after a police van was bombed in central Athens on Tuesday night, killing one policeman and injuring 12, the Greek prime minister warned that this was the work of "destabilizing forces" which threatened tranquillity and democracy.

This explanation is open to question, however. The left-wing extremists suspected of setting off the car-bomb, probably to avenge a 15-year-old demonstrator killed by a police bullet last week, are known to number no more than 2,000 throughout Greece, hardly the militant force that could overthrow the regime. The right-wing opposition, numbed by internal dissension and finding it difficult to offer a convincing alternative to Papandreou's drift to the right in economic and foreign policy, poses no immediate danger.

The Communists are content to unleash a wave of strikes to protest at the government's monetarist remedies for the ailing economy. They are attracting those disgruntled voters who only six months ago swept Papandreou back into power to give him a chance to make good his promise of "even better days".

The police, thrown into disarray by the hasty and premature merger of its metropolitan and provincial branches, and harshly deprived of its leadership as punishment for the

demonstrator's death, is in no position to do any plotting. The army, despite the survival of undemocratic "seeds" from the colonels' dictatorship, is no threat.

Even the Americans, prime suspects of destabilization, are so eager to secure the continued use of military bases here beyond 1990 that they would rather deal with Papandreou than a friendlier conservative government far more vulnerable to attacks from the left.

If there is any destabilization today it is right inside Pasok, the ruling Socialist Party. Papandreou's U-turn since the election have cast doubt on his intentions and are alienating the left from the party. It all began with the elimination of his top aides from the party's dominant "executive office" in September. This was followed by bold overtures to the US as he felt the pressure of the debt-ridden economy and weakening Aegean defences.

The 1,750 million ECU loan, approved by the European Community on conditions of harsh domestic austerity is not only unrealistic in Greek terms, but makes a shambles of Papandreou's boast that under Pasok vital decisions affecting Greece would be made in Athens - not Washington or Brussels.

Subsequent events have been kaleidoscopic. Pasok trade unionists objecting to the two-year pay freeze defied the government and were

expelled from the party in a bout of miscalculated discipline. That almost cost Pasok control of the labour movement.

As the wave of daily strikes culminated in a successful national strike earlier this month, the government counted on celebrations at the polytechnic commemorating the end of the military junta's rule to wipe labour unrest off the front pages. Papandreou's critics maintain that he refrained from stopping left-wing extremists from staging a riot in central Athens, after the peaceful march of November 17, which formed part of these celebrations, in order to brandish the threat of destabilization - and therefore inhibit the unions from taking further strike action.

The accidental death of the schoolboy during this riot upset the scenario, it is then argued, and forced the government to denounce the police, sack its leaders, and even elicit a spectacular offer of resignations from two key ministers, which were rejected. The inexplicable tolerance shown towards the extremists was followed by the confusing mobilization of Pasok militants to help the police dislodge the so-called anarchists who barricaded themselves in the polytechnic in protest at the schoolboy's death. The ease with which the sit-in ended was equally baffling.

The sudden resignation of Costas Laliotis, the party's youthful theor-

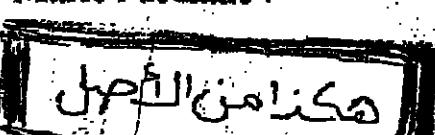
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Papandreou may now be running out of diversionary gimmicks or luck. A wave of labour unrest gripped Greece this week, with strikes paralyzing the state administration, transport, hospitals and the law courts just as the fifth socialist state budget - the harshest of them all - was being tabled in parliament. It is a monument to the ideological confusion engulfing socialists and the economic mismanagement of the last four years.

Mario Modiano





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THE BIGGEST KILL

At the heart of a free society lies the principle that an individual's actions - be they however destructive of himself - should be as freely chosen by the individual as is compatible with the freedom of others. Despite the evidence that smoking is the biggest single preventable cause of premature death in the western world - evidence which was reinforced in compelling detail by this week's massive report from the Health Education Council - it would be utterly wrong even to consider an eventual ban on the sale of cigarettes. Indeed, much of the current campaign to curb cigarette smoking by banning the practice in public places sails very close to unacceptable infringement of individual liberty.

Nor does it come easy to recommend interference in the free-flow of advertising of a legal product that brings pleasure to millions. Since one is free to choose to smoke, should one not also be free to tell others about the reasons one chooses to do so? Since the market is the best mechanism for distributing goods throughout the economy should not the dangers of cigarette smoking be fought through the market rather than against it? Should not cigarette advertising be countered by aggressive anti-cigarette advertising? The £4.3 billion of duty in this current financial year could be raised for a good many commercials before the Treasury even noticed the loss. Should not the duty be increased? Could not tobacco manufacturers be given incentives to retire machinery and provide redundancy payments for their workers? Would not practically anything be preferable, in fact, to the ban on advertising and promotion which the Health Education Council would like?

The answer - sadly - is that while those who live by the market should die by the market (in the metaphorical sense) it is beyond the bounds of the libertarian cause that a market should be totally free to encourage new customers to die (in the actual, real and physical sense). Diseases caused by smoking claim about 100,000 lives a year in the UK. The figures dwarf death from road accidents, alcohol, heroin and a host of other much publicized causes. Tobacco is unique. Unlike alcohol, fast cars or other products which can be abused, it alone in normal use - used, so to speak, according to the manufacturer's instructions - is clearly established to be both addictive and significantly to increase the risk of death and disease.

Moreover both government and the tobacco industry already accept the need for a degree of control on the promotion of cigarettes. No government has permitted cigarette advertising on television for 20 years. For 14 years there have been voluntary agreements.

But during that time tobacco companies have shown that whatever agreements the industry may make, even more ingenious ways can be found for circumventing them. Televised sports sponsorship has evaded the television advertising ban.

Barred by the advertising code from linking smoking to daring, courage and manliness, to sporting success or to heroes of the young, the industry has put its money into sport to provide just these links.

Prevented by the advertising agreement from linking smoking to healthy outdoor scenes, to suggest that those who smoke are more likely to be rich, successful and go-ahead, the industry has diversified into skiing, adventure holidays and clothing that carry brand names but escape all the restrictions of health warnings and advertising control. Day after day on television, on the commercial channels as well as the BBC, cigarettes are effectively advertised. Last year no less than 332 hours of tobacco company sponsored sport was televised - the equivalent of a month's solid viewing at 12 hours a day. In newspapers and magazines, in cinemas and on hoardings, advertisements sell a product which will kill about one in four of its regular users who smoke 20 a day.

If this flood of blandishments hit only the consenting adult the argument for ending it would be impossible to sustain. But although the industry maintains that its advertising is not aimed at children and the young, it knows full well that there is no magic barrier that lets the smoking message through to adults and stops it reaching children.

The evidence is increasingly abundant that children receive the message. A Department of Health and Social Services survey in Northern Ireland has shown 75 per cent of 11-15 year olds believed they had seen cigarette advertising on television, despite the fact there has been none for 20 years. Such is the effect of televised sport. Studies suggest 46 per cent of 7-15 year olds watched the Embassy snooker final last year; thirty-two per cent watched the Benson and Hedges final; a quarter the John Player rugby.

Next week the Office of Population Censuses and Surveys will publish results showing that 13 per cent of teenagers under 16 now regularly smoke 50 cigarettes or more a week. In 1982 it was 11 per cent. Under age smoking is certainly not falling, particularly among girls. Amongst women aged 16-19 it is rising. These are the crucial age groups. Someone who has not become a regular smoker by the age of 20 is most unlikely ever to do so.

The tobacco industry argues, rightly, that it is impossible to prove a direct causal link between the penetration of the pro-smoking message amongst young people and their propensity to smoke. But it is impossible to believe their claims that their intention is not to snare new smokers, only to fight for bigger shares of a declining market. Adult smoking is indeed in general decline but as smokers die (often from their habit) or give up, new smokers have to be recruited if the industry is to survive. Advertising and promotion helps to do that. The onus is certainly on the industry to prove that it does not.

The industry also maintains that advertising is needed to convey essential product information. For example, advertising might be used to encourage people to switch to low tar brands. But what essential product information is there, in the slashed silk of a Silk Cut advertisement, or the beguiling ingenuity of the Benson and Hedges advertisement? There is only a tar group, printed in black at the poster bottom, information that could equally well be provided by having tar tables displayed at cigarette outlets.

The decision to ban cigarette advertising and sponsorship is not an easy one for this or any other government. There are always practical problems in the fine print as well as the conflicting issues of principle. For Mrs Thatcher's administration these vary from unemployment in the tobacco industry to the effect of falling duty free tobacco sales on the privatised British Airports Authority; from the Department of Trade and Industry's ambitions to export more cigarettes to Japan to the Treasury's worries over the total tax and VAT take; from the Prime Minister's libertarian market principles to her concern for family life.

The course for the Government should, nonetheless, be clear. Over three years all tobacco advertising and promotion should be phased out, with legislation to enforce the ban at the end of that time. The effects of such a move would not be overnight to destroy an industry that still employs some 30,000 people. Many other factors, not least the real price of cigarettes, affect smoking habits. The evidence from Norway, where tobacco promotion has been banned since 1975, is that a steady increase in adult smoking was halted, but that no real decline has taken place. Amongst children, however, there has been a real fall.

The phasing in of a ban would give sport, which is itself increasingly questioning the ethics of allowing itself to be used to promote a product that damages fitness and health, to adjust to the loss of sponsorship. The tobacco companies currently put some £10 million a year into sport. But corporate promotion is a growth area. Sport could, and should, find alternative sources of funds. The same is true for the arts.

The Government increasingly is looking to promote preventive health measures. Its planned green paper on family doctors will have that as a major theme. The biggest single act it could take would be a determined attack on smoking, the phasing in of a promotional ban linked to tougher health warnings and a slow but steady increase in the real price of cigarettes. That last would allow the Treasury gradually to wean itself off the income from tobacco taxes. In the face of the overwhelming medical evidence on the danger of smoking, it is no longer enough just to say that smoking is declining and can be left to die out at its own rate. It is the industry that should be dying more quickly, not its customers.

THE WAITNIK TEST

Mr Gorbachev's speech to the Supreme Soviet yesterday was a reminder that despite the peace and goodwill which would seem to have flowed like honey from last week's summit in Geneva, little as yet has changed. There were hints of flexibility on Afghanistan - but these were evident at Geneva - and the flexibility anyway would seem to be conditional. His appeal on a nuclear test-ban has already met with little response in Washington while the warning on weapons in space was also a predictable reprise.

One interpretation must be that after letting President Reagan escape from Geneva with his Strategic Defence Initiative intact, Mr Gorbachev wanted to reassure his own military that his grasp of priorities had not slipped. As for the West we must still await the signs of good faith, particularly on human rights a subject which was (to no-one's surprise) untouched upon in yesterday's address. If East-West relations are about to undergo dramatic improvement, this is the area in which change should first occur.

The Helsinki accords made clear that, with regard to the protection of their subjects' rights, states do not possess an absolute sphere of jurisdiction into which outside diplomacy may not penetrate. The repetitive accusation from the Kremlin, that by raising human rights issues the West is interfering in Moscow's domestic affairs, simply ignores this agreed principle of inter-state dealings.

One of those individual lib-

erties safeguarded in the Helsinki Final Act is the freedom of religion, the "freedom of the individual to profess and practice, alone or in community with others, religion or belief acting in accordance with the dictates of his own conscience." In a recent sitting of the Select Committee on Foreign Affairs, impressive testimony was given by Michael Bordeaux, the Director of Keseton College, an institution which monitors Eastern bloc violations of religious freedom. According to Soviet law, a group of twenty believers is sufficient to petition the Government for the right to open a church. Despite this theoretical liberty, as Mr Bordeaux pointed out, there are many instances of sizeable towns with no churches open. In some areas of Georgia there are groups who have been seeking permission to construct a place of worship for over fifty years with no success.

Perhaps even worse, is the fate of Jewish "refuseniks", whose plight is becoming increasingly serious. Since 1979, when 51,000 emigration visas were granted, the number has been reduced to a trickle. The Women's Campaign For Soviet Jewry report that an average of one visa a day is currently being processed in Leningrad. Furthermore, since 1981, the Soviet postal service has delivered fewer and fewer of the invitations sent to Soviet Jews by their relatives in Israel. A new breed of oppressed has emerged, the "waitnik", the name given to those still waiting for the necessary papers to apply for visas.

Conventional wisdom has it that there is a direct relationship between the twists and turns in East-West relations and the fluctuation in the numbers of Jews permitted to leave for Israel. This barometer will be the focus of keen attention in the coming months, not least from the persistent thousands in the East, whose hopes of a cherished journey to Israel must have been raised by the convivial atmosphere which pervaded the summit.

In seeking to exert pressure, Western powers could most beneficially adopt a dual-track strategy which combines dialogue with the East, with an unequivocal resolve to express concern over human rights violations. That this approach would not be necessarily contradictory was demonstrated admirably by Sir Geoffrey Howe during his April visit to Eastern Europe. As well as visiting the grave of Fr Jerzy Popieluszko, a powerful symbolic gesture in itself, his speech in Prague amounted to one of the strongest attacks on human rights abuses in the Communist world heard from any British spokesman for some considerable time. Yet despite this candid approach, there were constructive exchanges with both the Polish and Czech authorities.

There is no going back on the human rights commitment. If the two blocs are on the verge of a moderate détente with the promise of future summits, individual freedom must not be relegated to the bottom of the agenda.

LETTERS TO THE EDITOR

Right of possession in pension funds

From the General Secretary of the TGWU

Sir, I write to make a comment upon an article which was contained in your business columns yesterday (November 25). In this the London Business School is purported to have made a recommendation that all surplus money in pension schemes should be run down and would probably assist in the Government's aim in making cuts in taxes.

I must say that I feel the concept of money in pension schemes seems to have drifted towards the idea that this money belongs either to the employers or to some extent to the Inland Revenue who have allowed this to accumulate. Nothing could be further from the truth.

To begin with, the money that has been built up in pension schemes arising out of investment income has clearly emanated from contributions made by the workers themselves, who are and always have been contributors except for those non-contributory pension schemes.

In addition, the employers have contributed through agreements with their workforce certain large sums in order to maintain the viability of pension schemes.

The employers' contributions have always been regarded by our union and by most other people as being deferred earnings. If the employers had not set up a pension scheme the money they have paid into the scheme would probably have found its way into the workers' pay packets.

Therefore, we are contending that the whole concept of the use of surplus pension funds either to increase dividends for companies or to allow for tax cuts or, indeed, to be

allowed to be run down, is totally immoral and wrong. If they are to be used they should clearly be used to improve the income of existing pensioners or, alternatively, to improve the frozen pensions that have remained in the scheme without being improved upon or reviewed in any way.

We certainly do not regard the London Business School as having any authority to comment upon the property of ordinary workers and would hope that any influence this article might bring to bear will be speedily assuaged.

Yours faithfully,
RON TODD, General Secretary,
Transport and General Workers' Union,
Transport House,
Smith Square, Westminster, SW1.
November 26.

From Mr Geoffrey Price
Sir, The news that pension funds, according to the London Business School, have a £50 billion surplus is surely reason for existing pensioners to expect a speedy increase in their inflation-battered pensions.

Recently one of our members wrote to ask what his 1973-based pension of £2,764 would be today had it been index-linked. His company had steadily increased it to £4,320. We had to tell him that had he been a member of the House of Commons or a public servant it would be £10,019. His case is not untypical.

Yours faithfully,
GEOFFREY PRICE,
The Savers' Union,
3 1/2 London Wall Buildings,
London Wall, EC2.
November 26.

and the Department of Education and Science.

I totally accept that we have too few police officers from the ethnic groups, and the poor response to our recruiting endeavours in this field is particularly disappointing.

The answer, however, will not be found in arbitrary quotas or through the patronising and divisive concept of lower entry standards. A solution is much more likely to emerge if individuals and organisations of influence take a positive lead both within and outside the ethnic communities.

The Metropolitan Police will continue its recruitment effort but, like so many issues that confront us today, we cannot succeed alone. I therefore, again, ask that those of influence join me in promoting the police services as a career of outstanding opportunity and public service, well worthy of more interest by young ethnic persons of commitment and ability. We would welcome them.

Yours faithfully,
HUGH ANNESLEY,
New Scotland Yard, Broadway, SW1.

Art under third Reich

From Mr Anthony Jaggard

Sir, The exhibitions secretary of the Royal Academy of Arts (November 23) is understandably sensitive to Mr Peter Fuller's accusation that Nazi art has been deliberately censored from the current exhibition of "German Art in the Twentieth Century".

Once upon a time we also had a military and intellectual dictatorship, when Christmas was banned, the theatres were closed, and religious minorities were burnt in their churches, but it would be unthinkable to hold a comprehensive exhibition of the arts in

seventeenth-century England without having one room to represent the Commonwealth, however dull the contents might be.

I do not think that the Royal Academy should expect the young to accept the statement that all totalitarian art is "bad" on the mere say-so of their elders and betters. Nor should one expect the young to appreciate the work of the post-war artists without knowing to what they were reacting.

Yours faithfully,
ANTHONY JAGGARD,
Winifrid Court,
Winifrid,
Newburgh, Dorset.
November 25.

Docklands development

From the Chief Executive of the Historic Buildings and Monuments Commission for England

Sir, Although the enterprise zone legislation may have many merits, it was not intended and should not be used as a licence to damage outstanding buildings and conservation areas. Yet that would be the effect of the proposals to build three skyscrapers in the Canary Wharf scheme.

The scale and height of those buildings would have an overwhelming impact on the setting of a unique formal group of buildings, including Inigo Jones's Queen's House, Wren's Royal Naval Hospital and other nationally important historic buildings.

London has already been damaged by insensitive and bulky development in the years since the war. It can ill afford another onslaught on its looks and character.

If there is to be no opportunity for public debate at which these issues can be explored, the developers should examine ways of achieving their aims without the massive harm that the present proposals would

create. It ought to be possible to create the proposed nine million square feet of office accommodation in low rise blocks in this part of Docklands.

Yours faithfully,
PETER RUMBLE, Chief Executive,
Historic Buildings and Monuments Commission for England,
Fortress House,
23, Savile Row, W1.
November 15.

From Mr H. McG. Dunnett
Sir, If any misguided authority permits the construction of the 850-ft-high office blocks in the Isle of Dogs he or she, the architects and the developers, should be required to occupy the top floors. One minute with a map will show that they are sited a mere three miles from a proposed airport to the east and directly on the flight path to the single runway. Even with short take-off and landing aircraft, life could be a little tricky and, in low cloud, suicidal.

I am, yours faithfully,
H. MCG. DUNNETT,
4 The Close,
Elit Way, Blackheath, SE3.
November 13.

Japan and the EEC

From Mr James Moorhouse, MEP for London South and Surrey East (European Democrat (Conservative))

Sir, James Bourlet's attack (November 9) on my report in the European Parliament about Europe's spiralling trade deficit with Japan is both factually inaccurate and politically misconceived.

It is not my proposal to impose "hard-line retaliatory protectionist" high import duties against Japan, at least in the way he describes. What I do suggest is that Japan open its internal market to foreign products (mainly through reforming its unwieldy and exclusive distribution system) and engage in serious measures to limit exports of certain sensitive products.

Only as a last resort, if the problem continues to escalate and the Japanese prove unwilling to make concessions, do I suggest, rather circumspcctly, that active consideration might need to be given to the withdrawal of "most favoured nation" status from Japan, permitting, if necessary, the direct

imposition without compensation of tariffs and quotas".

Japan benefits more than any other single advanced economy from the international free-trade system. This year its balance of payments surplus will be the highest recorded by any one country in history (around \$50 billion). Its imports of manufactured goods (at 2.7 per cent of GDP) are the lowest in the industrialized world.

When I went to Japan in May this year as guest of its Ministry of Foreign Affairs, I was struck by the enormous uphill task faced by policymakers in the West in trying to induce the Japanese to live up to the responsibilities which go with this undoubted, and probably quite justified, economic success. Mrs Thatcher's lack of success in securing from the Japanese any concessions over the Bosphorus bridge contract was a perfect example of the problem.

Yours faithfully,
JAMES MOORHOUSE,
14 Buckingham Palace Road, SW1.
November 13.

Doctor's dilemma on birth control

From Dr Roger Johnson

Sir, Tracey came to the surgery in October. Her parents are divorced and she lives with her Mum. She wanted to go on to the pill but with two months to go until her sixteenth birthday, she had asked her Mum's permission which was refused.

Tracey has a boy friend, John. We had a long discussion and I arranged to see her on her sixteenth birthday. She kept her appointment. She was pregnant. Three weeks into adulthood, she had asked her Mum's permission which was refused.

Tracey feels it's all her fault. John feels it's all his. I simply cannot describe how I feel. I wonder whether Mrs Gillick has any words of encouragement to offer Tracey?

Yours faithfully,
ROGER JOHNSON,
Delph Cottage,
Mordant,
Nr Bridgwater,
Somerset.
November 25.

Security improvement?

From Sir James Spooner

Sir, Your correspondent's description (November 25) of the security checks carried out at Athens Airport must seem, to many of us who have had the misfortune to have to visit that airport, frankly a figment of the Athenian authorities' imagination. Certainly nothing remotely like that described took place when I left Athens for Budapest on the morning of August 16. The one attempt at a check consisted of our bags being "screened" whilst the security guards mopping the equipment sat and talked without being in the least interested in the process.

Incidentally, if arms and ammunition are hard to get in Greece, no one should have any difficulty in getting them in. On arrival in Athens on August 8, finding no luggage trolleys, I merely walked out through the trolley entry hatch, strolled around the car park, and re-entered the same way with a trolley to collect my wife and my luggage before leaving through the customs exit.

Yours truly,
JAMES SPOONER,
Regis House,
43-46 King William Street, EC4.
November 25.

Trial by jury

From Mr Stephen Irwin

Sir, You report today (November 8) the intention on the part of the Home Secretary to request the new Crown Prosecution Service to "carry out a survey of cases where the right of peremptory challenge (to jurors) may have been misused." If that is truly the nature of his request, the result is likely not to be a survey, but a collection of ammunition for one side of the argument. It will be interesting to see if the terms of the request are published so that the response may be read in context.

Against the background of vetted juries in selected cases (like the Cyprus spy case), the abolition of the provision of any information about prospective jurors to the defence, and an unending right of challenge (known as standing a juror by) to the Crown, there are strong arguments for the retention and indeed the extension of the right to peremptory challenge.

The widespread view of our society is that it is becoming more fissured and fragmented, along the lines of class, generation, race and region. "Random" jury panels, usually drawn from a moderately restricted residential area, are often very obviously old, young, middle or working class, white, male or female. The peremptory challenge is often the only way to ensure that there is anyone on the jury representative of that class or group to which the defendant belongs and providing a prospect of insight into his or her circumstances and habit of mind.

The whole purpose of jury trial is to satisfy the public that a defendant will be tried by his peers. This proposed change would militate against that, and in many cases, might lead to a real and justifiable sense of grievance.

Yours faithfully,
STEPHEN IRWIN,
Dr Johnson's Buildings,
Temple EC4.
November 8.

Kick in the Lear

From Mr Basil Boothroyd

Sir, It is difficult for us old Shakespeare-goers. Are we cultural Blimps or justified deplores of the new Shakespeare-makers?

The notice (November 25) by Mr Irving Wardle, a critic I follow with respect, sharpens our dilemma with his warm approval of the Kick Theatre Lear and its "amazing sequence of fresh and potent dramatic images".

These include a belly dance by the frock-coated king, who also conducts the thunder effects up a step-ladder with a kicking crop and (though I read this elsewhere) wheels his clown on a trolley.

Dare we any longer go to see Shakespeare? Worse, dare we introduce him to our younger relations? All very well to fire them in advance with promised wonders. But dubious fulfilment in Lady Macbeth on a monocycle. Boreshead Field fought with rolled umbrellas. "O, what a rogue and peasant slave" delivered from a balloon.

Not that I want to put ideas into anybody's head. Were that necessary.

Yours sincerely,
BASIL BOOTHROYD,
Peckers,
Church Street,
Cuckfield,
Sussex.
November 25.

ON THIS DAY

NOVEMBER 26 1919

Albert Einstein was born on March 14 1879. His theory of relativity was published in 1916. In November 1919 the Royal Society stated that its expedition in the May of that year to photograph the solar eclipse had confirmed the theory. In 1921 Einstein was awarded the Nobel prize for physics. He died on April 18 1955.

EINSTEIN ON HIS THEORY.

By Dr Albert Einstein.

I respond with pleasure to your Correspondent's request that I should write something for *The Times* on the Theory of Relativity.

Since the time of the ancient Greeks it has been well known that in determining the motion of a body we must refer to another body. The motion of a railway train is described with reference to the ground, of a planet with reference to the total assembly of visible fixed stars. In physics the bodies to which motions are spatially referred are termed systems of co-ordinates. The laws of mechanics of Galileo and Newton can be formulated only by using a system of co-ordinates.

The state of motion of a system of co-ordinates cannot be chosen arbitrarily if the laws of mechanics are to hold good (it must be free from twisting and turning in the following sense: the co-ordinates employed in mechanics is called an inertia-system. The state of motion of an inertia-system, so far as mechanics are concerned, is not restricted by nature to one condition. The condition in the following proposition suffices: a system of co-ordinates moving in the same direction and at the same rate as a system of co-ordinates at rest is itself an inertia-system. The special theory of relativity is therefore the application of the following proposition to any natural process: "Every law of nature which holds good with respect to a co-ordinate system K must also hold good for any other system K' provided K and K' are in uniform movement of translation with respect to one another."

The second principle on which the special relativity theory rests is that of the constancy of the velocity of light in a vacuum. Light in a vacuum has a definite constant velocity, independent of the velocity of the source. Physicists owe their confidence in this proposition to the Maxwell-Lorentz theory of electro-dynamics.

The two principles which I have mentioned have received strong experimental confirmation, but do not seem to be logically compatible. The special relativity theory achieved their logical reconciliation by making a change in kinematics, that is to say, in the doctrine of the physical laws of space and time. It became evident that a statement of the coincidence of two events could have a meaning only in connexion with a system of co-ordinates, that the mass of bodies and the rate of movement of clocks must depend on the state of motion with regard to the co-ordinates.

THE OLDER PHYSICS.

But the older physics, including the laws of motion of Galileo and Newton, clashed with the relativistic kinematics. I do not mean to say that the origin to certain generalized mathematical conditions with which the laws of nature would have to conform if the two fundamental principles were compatible. Physics had to be modified so that a reasonable change was made in the old (classical) mechanics, a new law of motion for (variously) moving mass-points, and this room came to be verified in the case of electrically-charged particles. The most important result of the special relativity system concerned the inertia mass of a body. It became evident that the inertia of such a body is not constant, but that it increases with the velocity of the body. The conception that inertia mass was nothing else than latent energy, was nothing new, but it was now found that the conservation of mass lost its independence and became merged in the doctrine of conservation of energy.

The special relativity theory, which was simply a systematic extension of the electro-dynamics of Maxwell and Lorentz, was a consequence of which reached beyond itself to the independence of physical laws with regard to a system of co-ordinates in uniform movement of translation with regard to another system. That is, nature to do with the co-ordinate systems that we propose and with their motions? Although it may be necessary for our descriptions of nature to employ systems of co-ordinates that we have selected arbitrarily, the choice should not be limited in any way so far as their state of motion is concerned. (General theory of relativity.) The application of this general theory of relativity was found to be in conflict with a well-known experimental fact, namely, it appeared that the weight and the inertia of a body depended on the same constants (density of inert and heavy masses). Consider the case of a system of co-ordinates which is conceived as being in stable rotation with respect to a system of inertia in the Newtonian sense. The forces which, relatively to this system, are centrifugal must, in the Newtonian sense, be attributed to inertia. But these are, like gravitation, proportional to the mass of the bodies. Is it not, then, possible to regard the system of co-ordinates as at rest, and the centrifugal forces as gravitational? The interpretation seemed obvious, but classical mechanics forbade it.

In the generalized theory of relativity, the doctrine of space and time, kinematics, is no longer one of the absolute foundations of natural physics. The geometrical states of bodies and the rates of clocks depend in the first place on their gravitational fields, which again are produced by the material systems concerned.

Thus the new theory of gravitation diverges widely from that of Newton with respect to its basic principle. But in practical application the two agree so closely that it has been difficult to find cases in which the actual differences could be subjected to observation. As yet only the following have been suggested:

1. The distortion of the oval orbits of planets round the sun (confirmed in the case of the planet Mercury).

2. The deviation of light-rays in a gravitational field (confirmed by the English Solar Eclipse expedition).

3. The shifting of spectral lines towards the red end of the spectrum in the case of light coming to us from stars of appreciable mass (not yet confirmed).

The great attraction of the theory is its logical consistency. If any deduction from it should prove untenable, it must be given up. A modification of it seems impossible without destruction of the whole.

THE ARTS

هكذا من الجمل

Photograph of Peter Shaffer by Peter Trevor

For his new play *Yonadab*, which opens at the National next week, the restless mind of Peter Shaffer has turned to the Old Testament: interview by John Higgins

The challenge of jumping into the unknown

No two dramas of Peter Shaffer inhabit the same place. The setting of *Yonadab*, which started previews this week before its official opening at the Olivier next Wednesday, is the Old Testament, more precisely the Second Book of Samuel. That is about as far from *Amadeus* as it is from *The Royal Hunt of the Sun*. For those without a line-by-line recollection of Samuel, either Book I or II, *Yonadab* (or *Jonadab*) was the man who connived at incest, even rape, at the court of King David between his son Amnon and his daughter Tamar.

Shaffer, who will be 60 next year, has been at every rehearsal at the National. He believes that any play is begotten by its predecessors, "what you have learnt, what you have seen, what you have done." He agrees though on the determined change of scene. "I never want to repeat myself, so it is essential to come up in a different place every time."

The starting point for *Yonadab* was a novel by Dan Jacobson, now of London University, called *The Rape of*

Tamar, published in the early Seventies. Shaffer read it at the time, took substantial notes and then put them out of both sight and mind, although he did meet Jacobson briefly at a literary party given in Albany.

The next step came when he was working on the first play to follow *Amadeus*, set in Greece and partly contemporary. "It was proving difficult. I'd been at it for a year and had got to the stage where I was stuffing a Christmas stocking with objects and ideas only to find them coming out the other end. I couldn't come up with the shape, although I think I've got it now. On such occasions there is only one solution: turn to something else and that will normally solve the problem."

"So I picked up those Jacobson notes and excitement took over. The visual images came into the mind, which are essential for me in writing a play. The labyrinth of the streets which form Jerusalem... The idea of a narrator, Yonadab, who is at the centre of events without necessarily appearing to be there..."

"Then there was the Old

Testament itself, which I'd remembered from childhood, and especially the relentless savagery of the Books of Samuel and Kings. It was a tribal history with spiritual insights but not very much regard for human life. But this chronicle of inhumanity was still a testament on which we swore and which some people knew almost by heart."

Peter Shaffer has the reputation for reading a great deal around his subject before setting the finger to typewriter. Was this the case with *Yonadab*?

"No. I reckon that if I had plunged into biblical scholarship I might well never have emerged. Besides, not a great deal is known about the period. For Mozart you have Jahn, you have Deutsch and a hundred others. But where do you find the insights into Davidic society? Surely, though, this is in effect a licence for the imagination."

"Of course. There will be the usual charges of historical inaccuracies. But it is the jump into the unknown, or very little known, that is the challenge, the pleasure and the fun."

"No. I haven't taken a

package-tour to old Jerusalem to see how it looks today, any more than I went to Peru before writing *Royal Hunt*. I confess, though, that Peter (Hall) and I did nip off for a week in Vienna before we started work together on *Amadeus*."

The link between most of Shaffer's major plays is that there is a central role, sometimes two central roles, for British actors of the highest class: Blakely, Stephens, McCowen, Scofield. The latest in the line is Alan Bates, who has not previously worked with Peter Shaffer, in the title role.

"Yes, I suppose I am addicted to meaty male roles and after our experience in rehearsal I would gladly write another one for Alan. I see *Yonadab* as the bridge between the Old Testament and our own society. He does the explaining and the narrating. He is, of course, a voyager and the subtitle of the play is 'The Watcher'."

After his success with *Black Comedy*, that one-acter set in London, Shaffer commented that what really interested him was epic theatre. He proved it with *The Royal Hunt of the*

Sun. Does he see *Yonadab* following in that tradition?

"Not altogether. *Yonadab* is not grand in the sense that *Royal Hunt* was. The early play had to be: it was, after all, about a society made of gold. The society of King David was more famed for power than splendour. But I still believe in spectacle and I certainly want the eye to have a good evening as well as the ear. Let's say that it is an austere eye."

Shaffer's main home is on Riverside Drive in Manhattan. His plays invariably go to Broadway, yet he always starts them out in Britain. "I'm totally English. I'm an English citizen and I'll never be anything else. It's my life's work to write for the English theatre and it always will be. That is my deepest pleasure."

Nevertheless one of Shaffer's earliest jobs was with a music publisher. *Yonadab* is just the sort of text that would have attracted the young Richard Strauss. The opera of *Royal Hunt* had a libretto by the composer, Iain Hamilton; is it not time Shaffer wrote a libretto himself? "Find me the composer and for once I will be the willing servant."



"Do you think they'll realize it's supposed to be a bit funny?" he asked his children. Oh yes, said the little Diggles, they did, they did.

Less funny was Patrick Barlow's tele-don Desmond Dingle in *Night of the Living Dead* (Channel 4). Last night he investigated man's prehistoric soul with his clumsy accomplice, Bernard. (It is hard to imagine this bald, chubby man in a suit as a cavewoman, but part of the programme's humour is generated by the effort.) It was too long, which made the weak links seem very lame indeed, but high moments included the two as sabre-toothed tigers and Dingle as a God who sings "What a Wonderful World" whenever he gets low.

Nicholas Shakespeare

Theatre

Fatal Attraction
Haymarket

Now if I were Dorothy Parker, and had disliked a thriller with this tempting title, I should be permitted to dismiss it in two crisply inevitable words and be the toast of the Algonquin. But I am bidden to fill a given space, and curt brevity must give place to corroborative detail.

Elsewhere in the West End Bernard Slade tells an improbable tale of two lovers who meet for just one weekend a year. His latest, offering not only strains improbability but quickly moves on to exhaust all patience. It is hard to know if his brazen Hollywood actress or his dazed Nantucket cop is the more incredible creation. The cop (Denis Quilley) is assuredly the more credulous. While residents and visitors to the remote beach-house keel over with cheese-knives stuck in belly or backbone — and he himself is threatened with a quick death by jacuzzi — he just bumbles along, blinded to danger by the surges of menopausal desire and the charms of a girl who reminds him of his daughter-in-law.

Nothing happens for the first few moments, allowing us to note the dolls on the shelves, the curious hanging plants, the poker by the fire, the silver candlesticks. But all too soon the characters appear. Along with the two principals, we are given a gruff painter and a



Puzzled and knowing: Denis Quilley, Susannah York

lustful photographer, a smooth agent, a blonde policewoman. Some of them wear the oddest clothes. Unexpectedly big hats. Gumboots. At Nantucket, far-northern black underclothes are *de rigueur*.

Some of the cast adopt a brisk, loud delivery with clear diction to suggest coherent characterization. Susannah York chooses a breathy delivery and quick speech. Denis Quilley looks alternately puzzled and knowing in a part as morally

suspect as it is crassly conceived.

Of course this need not matter if the plot carried us along. The author prefers to stand two characters (seldom more) on the stage together and have them talk about their past husbands, past wives, girlfriends, afternoons spent with Salvador Dali, fondness for Burt Lancaster and other heavy matter. They talk glibly of cultural items while inhabiting a moral vacuum.

Even the language offers little consolation. I thought we had an understanding, the Hollywood star says. "We've got to resolve this situation," she adds. "It's funny how the body re-asserts itself," she muses, after the body-count overtakes the rape-count. The mind, however, is given no chance.

Jeremy Kingston

Opium Eater
Gate

Had it not been for the intense competition from Coleridge, Thomas de Quincy would have been the most celebrated opium addict of his age. As it is, we now think of the former as a great writer with medical problems, of the latter as a junkie who scribbled.

Andrew Dallmeyer's two-hander, which has won awards and been adapted for radio, and which is one of the best things I have ever seen in fringe theatre, finds the great hack at a low ebb in his dingy Grassmarket room. It is 1820: the Athens of the North has turned into Auld Reekie, and the clamour from the brothel upstairs distracts our hero from completing his modest essay *Confessions of an English Opium Eater* for *Blackwood's Magazine*. Straining to round off a simile, he selects words from the dictionary on the alibi principle and toys with the idea of plagiarism.

So far, despite Neil Cunningham's admirably observed account of the faded, priggish failure at work, this is pretty standard literary-biographical stuff — then the door bursts open and his uncouth playmate of a servant hoists the plot into the stratosphere. Stewart Preston's Willy is a brilliant creation, a wheedling middle-aged child who turns the situation's premises upside-down by urging De Quincy to imbibe from his fresh bottle of laudanum and relate the ensuing "sceneries" (Roman legions on the attack, Signor Piranesi's staircases, etc.) which he, Willy, acts out with hallucinatory skill and vigour.

The author's own production judiciously avoids the pitfall of burlesque; instead, he gives us a remarkable disquisition on the nature of imagination and an extraordinarily compelling portrait of a bizarre but utterly credible relationship.

Martin Cropper

Sir James Beament is an insect-lover who used to chase tramps under Hungerford Bridge for their lice. He is also a professor of agriculture at Cambridge. In *Queen's* (BBC2) he told how he had invented a preservative dip which would stop fruit from ripening. Such appeared the arrested growth of his Senior Common Room that it seemed possible, from last night's episode on *Fellowship*, his dip might have found its way on to High Table.

As with the whole series, it was not the students who performed like poodles before the camera, but the dons, only too pleased to have an audience at last. As if by an academic repertory company, we were treated to the sweet Sir Harold Bailey on Zoroaster, a smug feminist fellow on maternity leave and Dr James Diggle.

RPO/Previn
Festival Hall

If an advertising agency had had to devise a concert programme to demonstrate André Previn's conducting strengths it might well have come up with this late-Romantic concoction of Ravel, Rachmaninov and Vaughan Williams. Yet the master seemed strangely short of his customary fizz in this quintessential territory.

The castanet-evoking rhythms of Ravel's *Alborada del Gracioso* had been delivered effectively enough, but Vaughan Williams's more problematic orchestral textures in *A London Symphony* did not always click so happily. Important melodic material was rarely sharply enough etched. Neither in the first movement's misty development section nor in the even

Ewing/Parsons
Wigmore Hall

Ewing in concert and Ewing in opera had set ears, tongues and box-offices buzzing in anticipation of Ewing in recital. Sure enough, the interval air was purple with ecstasy and rage, jostling for place after an evening which did for Schubert and Debussy much what Peter O'Toole did once upon a time for Macbeth.

As those who saw her Glyndebourne Carmen will remember, Maria Ewing plays with her large voice and small body like a spoli child with a toy. She can hurt the soprano of it into the air, stamp penitently on the mezzo of it, clutch it to herself jealously, or wheedle her way out of almost anything with it. She can turn Schubert into Weill while you are not looking, or Duparc into Piaf. But, through it all, whatever Miss E eats does turn into Miss E.

In choosing Wolf's Mignon songs she cast herself expertly. Here the face which looked at the sun out of the mirror was Mignon's own: the distracted and desolate waif of Goethe's *Wilhelm Meister*, whose quiet dementia had earlier strayed by mistake into Schubert's "Die Forelle" and "Im Abendrot". Ewing's skill at creating a vision of staring horror in one frowning word, or of pulling a vowel or

Concerts

foggy "Bloomsbury in November" Lento were the woodland soloists encouraged to play with the character and attention to detail that would have given this impressionistic landscape a proper foreground.

Previn also seemed to create problems for himself by ignoring a fair number of the composer's instructions, particularly if these involved making temporary adjustments in pace or achieving subtle instrumental balance. One particularly blatant case was at the Epilogue's start, where a flute marked *ppp* somehow dominated an entire string section marked *pp*.

As the work progressed Previn did show that he could find his way through the wood, even if he stumbled into a few trees. The nocturnal bustle of the scherzo was sensibly paced, and in the finale the snare-

line to attenuation, worked to striking effect in the first two songs. But "So last mich scheinen", "Philine" and "Kennst du das Land?" showed the expressive limitations of this sort of vocal narcissism, in which stage direction rides roughshod over style.

Style for Miss Ewing is Miss Ewing's style and her composers have not yet met. On stage, this embryonic eccentricity can be compelling; in *Lieder* and *melodies* it trips over itself, an obstacle to the very ardour of engagement it would communicate. Geoffrey Parsons accompanied.

Hilary Finch

Peter Donohoe
Queen Elizabeth Hall

As Sir Michael Tippett's Fourth Piano Sonata, played for the first time last January, becomes more familiar to us, it seems that its five-movement arch-like structure is beginning to add up to a considerably more than the sum of its richly diverse parts. Partly through its very aggression, Peter Donohoe's performance gave the impression of a work whose impact is both immediate and lasting, with its abrupt contrasts of types of material producing the effect of music working on many levels simultaneously.

London débuts

Tchaikovsky's Fifth Symphony is hardly the most demanding piece with which to make a European conducting debut in the Festival Hall: technical and interpretative problems are at a minimum. Still, the American conductor, Bare, showed himself impressed with his no-nonsense approach, avoiding histrionics other than those already in the music, and the London Philharmonic played well for him. He can make things happen when the opportunities arise, as they frequently do in the Finale, but the quieter moments were good too — the dark chords on low strings that begin the Andante, for instance, were intriguingly coloured. He also kept up well with the rattling pace and sudden gear-changes of John Ogdon's curious and absorbing

account of Beethoven's "Emperors" Concerto.

Both the music and playing on offer in the Orchestra Kameralna's inaugural concert in the Chapel of the Royal Hospital, Chelsea, were of mixed quality. Tchaikovsky's *Serenade* for Strings is so securely written that it always seems to come off well, but even so this performance under Damian Falkowski had infectious warmth and energy and featured some nicely characterized playing in all departments. Barber's *Adagio for Strings* and Edwin Roxburgh's *Serenata* exposed problems of ensemble and tuning: violins good, lower strings less so.

Malcolm Hayes

Television

Hogging the fruit-dip

the University Orator, on his own compositions of Latin verse. If anyone had hogged the fruit-dip, it was Dr Diggle.

As the Thomas Smith Society, he handed round a book on civil law published circa 1550 and written by a Franciscan. It was particularly interesting, he said in his pinched falsetto voice, because it had been doodled in by the owner. "A great doodler was Sir Thomas." At this point you wanted one of Sir Thomas's wenchers to roll up and sit on Dr Diggle's lap. Ian Wright, a

left-wing English don, obviously felt this too. With a saturnine glower he lit his cigarette from the candlestick as the assembled company degenerated into naughtiness, knowing giggles over some moot point.

It was an enjoyable programme, but one which remained roughish about the edges — preferring to dwell on the traditions and eccentricities of a fellowship than its working ways. By far the best part was the producer Michael Waldman's masterly persuasion of Dr Diggle to recite his Latin verse at home.

Richard Morrison

Yet the composer describes such a fragmented work as lyrical, and so it is. One could easily recognize here that the sonata began life as a series of bagatelles, each characterized with lavish arabesques and resonant harmonies. But within each piece is contained a volatility that seems to spill over, producing a dynamic violent reaction with its immediate neighbour. More than that, although the traditional fast-slow contrasts between the movements survive more or less intact, there is another paradox in that every moment of rest contains implied violence, and vice versa. The kinetic energy is overwhelming.

Donohoe's style is very much a matter of extremes and thus was ideally suited to this work. Sometimes in Beethoven's "Waldstein" Sonata his playing became a shade coarse in loud passages, though he showed marvellous control of timbre at the very opening and in the slow introduction to the finale, and the immediacy he brought to the work as a whole was achieved without sacrificing a sense of style. He has, too, the grand manner required in Chopin's First and Fourth Ballades, even though the occasional rough-edged, over-pedalled passage meant that the eloquence of his playing was sometimes compromised.

Stephen Pettitt

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FINANCE AND INDUSTRY

Executive Editor Kenneth Fleet

Two standards of proof for insider dealing

It is believed a government which sets a store by high standards of moral conduct to resort to anything but the highest standards of proof in its efforts to punish miscreants. Yet that is precisely what Michael Howard, Under Secretary of State responsible for corporate and consumer affairs, confessed to yesterday at the Coopers & Lybrand London Weekend Television symposium on the proposed financial regulation of the City.

Mr Howard was reviewing the legislative approach to the problem of insider dealing and other related offences in the drafting of the Financial Services Bill, which is now expected to be published a week or so before Christmas.

He said: "Insider dealing is a difficult problem because it is neither easy to prevent nor to prosecute. The standard of evidence needed to prove any criminal charge is very high and in many cases we have found that the information is not adequate to secure a conviction. This is one reason why the new legislation relies less on criminal offences (although there will be several of them) than on civil remedies and disciplinary sanctions for which a less high standard of proof will be necessary for action to be instituted."

There is no doubt that insider dealing is difficult to prevent. That is true of all essentially private crimes. The present law on insider dealing has secured pitifully few convictions, but that may have more to do with the reluctance of the Stock Exchange and other financial firms to expose their clients than any inherent barriers to prosecution. It is a sad comment on the City's ethics that no charges have been laid in respect of the buying of Arthur Bell shares immediately before the first bid from Guinness this summer.

If it is the case that the root of the trouble lies with such first-level disclosure, self-regulatory remedies can be expected to have little or no impact on the problem. The path to lower standards of proof is a slippery one, and may leave the self-regulatory authorities in danger of counter-attacks by those accused. Indeed, this was the Stock Exchange's perennial dilemma before the law against insider dealing was introduced.

Mr Howard says that the Financial Services Bill will rely heavily on the concept of "the shotgun behind the door" to ensure that the highest standards of behaviour are adopted and maintained. But that will be of little use as long as the City's miscreants are able to cover their tracks with the assistance of the firms they employ, or who employ them. Legal reform should concentrate instead on greater powers of search and disclosure to get at the incriminating information at source.

Johnson Matthey counts cost of owning JMB...

The writs continue to fly at Johnson Matthey. The public limited company is to take legal action against its former insurers over their refusal to pay out on claims made under two policies. The American Insurance Group told Johnson Matthey that two policies were void because of JM's failure to disclose losses at Johnson Matthey Bankers.

The amounts involved are not as significant as those relating to Johnson Matthey's complaints against Arthur Young, its former auditors. The statement of claim is close to completion and a writ will be served shortly seeking damages of around £150 million.

Johnson Matthey plc's severance from its ill-fated bank is like the dissolution of an unhappy marriage. A tremendous burden has been lifted but the bitter memories remain. The company's difficulties are not just a legacy of the messy Johnson Matthey Bankers affair. This imposed an awesome financial burden but, more significantly, the group has become flabby, both in management and operations.

MEPC plan to demolish City offices

By Judith Huntley
Commercial Property Correspondent

MEPC, the property company, plans to develop 300,000 sq ft of offices in the City of London by demolishing Lee House on London Wall, the building it acquired in its £112.5 million purchase of the English Property Corporation portfolio from Olympia & York, the Canadian developer.

The City Corporation's planners are likely to agree to the demolition of the 1960s building and the creation of more offices. MEPC is getting to grips with the EPC portfolio, but it has not been revalued for the company's year-end results.

The rest of MEPC's portfolio showed a rise of 5 per cent to total £1.44 million, largely accounted for by the British properties. Net asset value is 415p, only slightly up from the 1984 figure of 411p, which has been raised to take account of the 15p per share dilution caused by the vendor placing for EPC.

MEPC's pretax profits rose from £45.2 million to £51.6 million, with earnings per share up by 15 per cent to 15.6p and the final dividend rising from 9p to 10.5p.

Texaco to contest award

Texasco, commenting on newspaper reports that it might eventually have to file for bankruptcy as a result of last week's \$10.53 billion (£7.2 billion) jury award against it, yesterday said that this "would be a very extreme step that would only arise as a possibility after all other legal remedies had been exhausted".

A Texaco spokesman in Houston, Texas, said that the company would test the district court of Harris County, Texas, next month that it would be "absurd and irresponsible" to force Texaco into bankruptcy by requiring an impossible bond of more than \$12 billion, which is required by Texas law in order for the company to lodge an appeal against the award.

The main Chase board would be very dubious of taking on that kind of risk. There is an increasing possibility that the Bank will be forced to hang on to JMB's accident-prone loan book and sell off the bullion operation alone.

London listing: am \$330.45pm - \$328.15 close \$328.25 - \$328.75 (£223.00 - 223.50) New York: Comex (latest) \$328.25

Commons committee launches high priority tin inquiry

By Richard Evans

An emergency parliamentary inquiry is being launched into the tin crisis by the Commons Trade and Industry Select Committee.

The investigation, which will get under way within a fortnight and could be completed by Christmas, comes after high-level approaches to the all-party committee chaired by Mr Kenneth Warren, Conservative MP for Hastings and Rye.

The select committee, which yesterday started to look at Britain's motor component industry, is suspending its present work until its examination of the tin crisis is completed.

Mr Warren said: "In view of the very serious tin crisis which is facing the United Kingdom at the moment we are going to carry out an inquiry and will commence hearings as soon as possible."

Trading in tin on the London

Metal Exchange has been suspended since October 24 after the International Tin Council's buffer stock manager failed to meet his commitments. The ITC starts an emergency meeting next Monday to resolve the crisis.

The MPs' inquiry will centre on the events which gave rise to the suspension and its consequences, and also examine the effects on tin mining in Britain.

Mr Warren would not disclose who had approached his committee urging it to intervene.

"We are extremely concerned about the problem and its effects. We recognize the need to act as quickly as possible."

The select committee's decision was immediately welcomed by Mr Bryan Gould, Labour's spokesman on trade. "It is a step in the right direction and shows the level of



Kenneth Warren: Hearings "as soon as possible"

concern now being felt."

He added: "Once the dust has settled we have got to have an official inquiry into what went wrong and how it was the management of the buffer stock led to expenditure above the approved limits."

Dispute over EuroRoute prospects

By Jeremy Warner
Business Correspondent

EuroRoute's £7.2 billion scheme for a fixed channel link involving a series of bridges, islands and immersed tubes, has "all but been eliminated" by Government technical and financial appraisals, according to an article in today's edition of *New Civil Engineer*.

Two of the other three proposals being considered by the British and French Governments, Eurobridge and Channel Expressway, have also been "largely discounted" by the Government appointed assessors, the article says.

The article was regarded as one of the front-runners to build a link and has already spent £12 million on preparing its submission.

Mr Bob Sellier, chief executive of EuroRoute Construction, last night described the article as "absolute rubbish". "They simply do not know what they are talking about and their claim to know what the assessors are thinking is ridiculous," he said.

He added that all EuroRoute's technology was based on tried and tested techniques and had been received favourably by the assessors.

New Civil Engineer says: appraisals of the two front running proposals had all but eliminated EuroRoute's road and rail crossing proposals. By contrast, the article says, tried and tested technology lies behind the Channel Tunnel Group's £4 billion scheme for a triple bore rail tunnel.

The article quotes unidentified managing director of a "major firm with offshore experience" as saying that EuroRoute has not done its homework.

"EuroRoute's timescale in particular is tight. In my opinion they need more float time built into the programme, and more time now for detailed analysis to see if what they plan to do is truly feasible," he says in the article.

Bankruptcies increase by 260 per cent

By Lawrence Leyer

Bankruptcies increased by 260 per cent in England and Wales last year, in which a total of £458 million was lost according to figures from the Department of Trade and Industry.

Meanwhile, a total of 7,777 people were declared bankrupt, made arrangements with creditors or had administration orders made against their estates. The figure represents a 17.5 per cent increase on the 1983 total.

The largest single bankruptcy concerned Mr Rajendra Selhia, whose Esal Commodities group collapsed last year with debts of almost £140 million. Directors and promoters of companies accounted for an estimated £256 million of unrecovered debts.

The *Bankruptcy General Annual Report for the year 1984* is available from HMSO branches, £3.50.

TSB to seek more commercial clients

By Richard Thomson, Banking Correspondent

The Trustee Savings Bank England & Wales is to compete more aggressively for commercial lending, it announced yesterday. At present around two thirds of the bank's billion loans are taken up in personal lending and mortgages.

At the opening of the new head office in Lombard Street in the City, Mr Leslie Priestley, chief general manager of TSB England & Wales, said that the bank planned to build up to 300 designated branches nationwide to handle its commercial business.

Mr Priestley said TSB England & Wales also planned to extend generally into the South and East of England. Sir John Read, TSB Group chairman, said at the branch opening that flotation would proceed as soon as possible but the group was still awaiting a date for its appeal in the Scottish courts against a ruling that TSB Scotland belongs to its depositors.

Debenhams forgoes lease

By Our Commercial Property Correspondent

Debenhams, the department store group taken over by Burton Group, has pulled out of the new Metrocentre retail complex in Tyne and Wear where Burton is due to occupy 70,000 sq ft.

When the takeover went

through Debenhams was set to sign the lease on 120,000 sq ft in the Metrocentre, which is due to open soon and is being developed by Cameron Hall Developments. But after the bid both boards asked the developer for time to reconsider.

Gatt set for compromise

Prospects of an East-West clash during the General Agreement on Tariffs and Trade (GATT) annual meeting over the inclusion of services in the new round of multilateral trade negotiations have faded, writes Alan McGregor from Geneva.

Delegates of more than 70 nations are expected to endorse a compromise worked out by the US, the EEC, Switzerland and Brazil.

The compromise will enable the preparation of the agenda for a new round, expected to get under way next year.

Offer rejected

French Kier, which is being bid for by CH Beazer, has raised its offer for Abbey, the Dublin-based housebuilder, to IRE£19.34 million (£24.2 million) from IRE£17.14 million. Abbey has rejected the increased offer.

Tempus, page 17

Unigate ahead

Unigate, the dairy products group, has increased pretax profits to £34.4 million from £25.9 million for the six months to September 30. The interim dividend is increased to 3.45p from 3p payable on April 1.

Tempus, page 19

The US trade deficit was \$11.45 billion (£7.79 billion) last month: compared with a deficit of \$15.55 billion in September according to the Commerce Department. The deficit so far this year totals \$118.12 billion compared with \$165.14 billion during the first 10 months of last year.

Oceonics sales

Oceonics, the underwater electronics and defence group, which took the unusual step of putting itself up for sale in April, is to sell three of its defence subsidiaries to Advest Group for £13 million. The deal is conditional on shareholders' approval.

Oil nears record

North Sea oil output is now close to record levels with the return to full output of the Shell-Esso Brent complex. The Government is now earning £55 million a day from North Sea revenues.

Barclays attack

Sir Timothy Bevan, chairman of Barclays Bank has condemned South Africa's action to dismantle apartheid as "woefully slow".

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FT All Share	695.04 (+1.27)		Lee (Arthur)	£: DM 3.7488 (+0.0079)	£: DM 3.7488 (+0.0079)
FT Govt Securities	38.93 (-0.02)		DBE Technology	£: SwFr 3.0768 (+0.0072)	£: SwFr 3.0768 (+0.0072)
FT-SE 100	1438.0 (+8.1)		Johnson Matthey	£: FFf 11.4154 (+0.0194)	£: FFf 11.4154 (+0.0194)
Bargains	23.93		Sycamore Heds	£: Yen 296.13 (+1.35)	£: Yen 296.13 (+1.35)
Datastream USM	109.30 (+0.11)		First Castle	£: Index 80.7 (+0.2)	£: Index 80.7 (+0.2)
New York	1471.00 (+14.33)		Steinberg Group		
Tokyo	12,777.84 (-5.26)		Asst. Brt. Eng.		
Nikkei Dow	12,777.84 (-5.26)		A & G Socy. Etn.		
Hong Kong	1,706.38 (-31.97)		Rothmans Int. "B"		
Amsterdam	238.1 (+0.1)		Vesper		
Sydney: AO	994.8 (-1.8)		R.E.A. Holdings		
Frankfurt	1740 (-23.6)		Microlease		
Commerzbank	1740 (-23.6)		Wold		
Brussels	947.39 (-35.89)		Newman Inds.		
Paris: CAC	2437 (+0.8)		Bronx Eng.		
Zurich:			Eng. China Clays		
SKA General	469.70 (+4.3)		Crown House		
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			United Biscuits		
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 tions. k Ex rights. l Ex act. observed. m
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FOOTBALL: NORTH EAST CLUB CLAIM £9,000 LOST THROUGH TRAVEL BAN ON LEEDS SUPPORTERS

Carlisle seek compensation from FA

Carlisle United are to seek over £9,000 in compensation from the Football Association. That is the amount the second division club estimate the FA's ban on Leeds supporters attending away games cost them last Saturday when they lost 2-1 at Brunton Park.

The game attracted 3,504 spectators, including several hundred Leeds supporters who beat the ban - but Carlisle officials had expected a gate of around 6,000. The club are particularly upset that the ban was introduced too late to cancel the extra police who had been drafted in for the match.

"We think we lost about 2,000 fans at £3 a head," said Carlisle's chairman, Andrew Jenkins. "In addition it cost us £3,000 to cover the bill for police presence. We have sent a letter off to the FA asking for them to compensate that amount. This ban hasn't punished Leeds, it has punished Carlisle United, and we just cannot afford to lose that sort of money. I must confess though I'm not optimistic that we will get any compensation."

The FA ban, announced last week, followed trouble involving Leeds supporters at Millwall earlier this month. Jenkins said: "We were never told officially by the FA. We just read it in the papers. We had already made the match all-ticket and arranged a heavy police presence."

An FA spokesman said last night: "We understand by the time we circulated the news of the ban to all clubs, Leeds had sold some of their ticket allocation for the match. In the circumstances we will take no action against Carlisle. As yet we have heard nothing about a compensation claim."

First division chairman met in Birmingham today to consider the second division clubs' rejection of Football League restructuring.

The Leeds supporters' protest was a first division of 20 clubs and a second of 24, but while this has the general backing of the lower section chairman they disagree on how it should be launched.

Last week's meeting of second division chairman said that "immediate" changes could only be brought about if the first division relegated five clubs.

There are also minor differences over the splitting of voting power and revenue between the two sections.

Barstley's match against Millwall at Oakwell on Saturday is in jeopardy because of influenza. Eight players are down with the illness and if there are no signs of recovery by today Allan Clarke, Barstley's manager, will consider applying for a postponement.

Carlisle's problems do not end at the influenza outbreak. Plimmer, Jendek and Wolfe are all injured and Burns and Ogley are suspended. Clarke said: "I have told the players to stay away from the ground, to try to stop the danger from spreading. But if it does not, I may have to ask for the match to be called off."

Wigan Athletic are seeking Football League approval for an 11am kick-off on Boxing Day for their third division game against Bristol Rovers so that supporters can then go to watch the Rugby League match between Wigan and St Helens which has a 3pm start.

Everton have been named World Team of the Year by readers of the magazine *World Soccer*, and Terry Venables was chosen by a close vote in preference to Howard Kendall as World Manager of the Year - the first British individual to win one of the awards.

Everton, who won the League and European Cup Winners' Cup, were runaway winners in their category, claiming 42.3 per cent of the vote. Next came the European Cup winners, Juventus, with 8.8 per cent, with Manchester United sixth, Liverpool eighth and Northern Ireland twelfth.

Venables, who took Barcelona to the League title in his first season in Spain, gained 29.8 per cent against Kendall's 28.6 per cent. Ron Atkinson was fifth, but with only 3.2 per cent, and the late Jock Stein eighth.

Michael Platini of France retained his World Player of the Year title, but Everton had three players in the top 10 - Peter Reid (fourth), Neville Southall (seventh) and Andy Gray (tenth).

Mark Hughes came twelfth and his Manchester United captain, Bryan Robson, fourteenth, while Glenn Hoddle was fifteenth and Mark Hateley and Norman Whiteside tied for twenty-second position.

Liverpool have forward Paul Walsh and defender Mark Lawrence. They are also under treatment for injuries suffered during the Milk Cup fourth round win over Manchester United, but both hope to be fit for Saturday's home game with Chelsea.



Fall of Spartak: José Touré (left) of Nantes presses the Spartak Moscow defence in their UEFA Cup third round tie in Tbilisi yesterday

Soviets find no home from home

The Soviet winter may have had something to do with the defeat suffered by Spartak Moscow at Dundee United yesterday. The league season is over and both teams had to play in Stadia away from home.

77 minutes from play, from Morice, the left-sided, midfield player, gave Nantes a 1-0 win over Spartak. The game was played in Tbilisi, the capital of Georgia, because Moscow's Stadia are waterlogged.

Dundee United lost 0-1 against Hajduk Split when Sergei Puchkov scored an own goal in the 78th minute. 35,000 people attended the match at a stadium in Kirov Rog, a coal-mining centre not far from Dnepropetrovsk.

Eindhoven: The Danish international, Frank Arnesen, has joined the Dutch league leaders, PSV Eindhoven, from Anderlecht, Belgium, for a fee of around £200,000 (£130,000).

Unhappy return to the Dell for Williams

Steve Williams' latest November altercation at the Dell, has again plunged the Arsenal player into trouble. Williams, paying his first visit to Southampton on almost the exact anniversary of the dressing room dust-up with Laurie McMenemy, which triggered his departure to Highbury, was sent off a minute from the end of his fourth appearance for Arsenal in his fourth appearance, moving on to a glorious Charlie Nicholas pass after 35 minutes.

Four minutes later, Arsenal were furious when Tommy Caton's challenge on the Arsenal defender earned Southampton's David Armstrong the equalizer from the penalty spot.

Southampton were equally dismayed when the referee overruled an offside flag to let Nicholas's magnificent shot in the 70th minute stand. Stewart Robson's header five minutes later was merely the icing on the cake for the jubilant Hons.

John Hollins, the Chelsea manager, wants his players to learn more about the art of competing against 10 men. The sending-off of Kevin Sheedy left Everton a player short for more than an hour, but Chelsea were still forced to settle for a 2-2 Milk Cup draw.

Sheedy was dismissed in the 27th minute for swearing after the referee, Dennis Hedges, had awarded Chelsea a free kick.

Football's dilemma over television

For an outstanding team they are too dependent on Robson, whose steady influence is important to both Whitehead, who is half the player without him, and Olsen. I would go so far as to say that United will not win the title if Robson misses more than another three or four important matches.

Bringing McGrath out of the back four may be a useful compromise, but his replacement, Hogg, is vulnerable when not playing the ball in the air, while Gidman, an attacking right back, when under pressure defensively is like a surfer parted from his board on a big roller.

Liverpool's irresistible system, playing the ball selflessly and persistently to feet, ultimately ground down United's individualism and the rustiness of Brazil and Strachan. Molby has settled in to become as shrewd a user of the ball as Van Hangeum used to be for Holland. Paisley muses that maybe Delgish should use him up front. So long as Liverpool are playing like this United can be sure of nothing.

As for television, it would need two seasons without it to see if crowds return through curiosity, and football is now too dependent on television income to risk waiting that long: an insoluble dilemma.

Redford eases strain on United

By Hugh Taylor

Dundee United.....2
Neuchâtel Xamax.....1

An impressive second-half display by Dundee United gave them a surprise 2-1 victory over Neuchâtel Xamax in the UEFA Cup tie last night. The winning goal by Redford was beautifully taken. He accepted a neat pass from Dods after 74 minutes and ran through to score with a low shot.

The snowstorm, which almost blotted out Tannadice made the Swiss feel right at home and they surprised United with a confident opening in which crisp passing and individual bursts created unease among even the vastly experienced Scottish defenders.

There was a cockiness about Neuchâtel which boded ill for United, who were taking far too long for the peace of mind of their supporters, to find their feet on a surface that looked more like a Christmas card than a football pitch.

When United at last took a grip, there was more desperation than inspiration about their attacks, which lacked the inventiveness which has been their trade-mark.

Nicol drops out of Scots party

Steve Nicol has withdrawn from Scotland's squad for next week's World Cup game in Australia, at the request of manager Alex Ferguson.

The 23-year-old Liverpool defender's father is seriously ill and has been in a coma in an Ayr hospital since November 2. Scotland's squad assembled yesterday before flying out to Australia and Nicol's absence was a blow to the manager.

United could hardly grumble at being one down at half-time, but they showed much more resolution when the second half began. Only a splendid save by Engel prevented United from equalling as Kirkwood drove in a menacing shot. Engel was then constantly in action.

United's play brightened. As the snow cleared, the Scots began to find the rhythm which brought hope that the game could be saved. And in 53 minutes the goal they so desperately needed came when a fine through pass by Gough was collected by Dods, who hummed on over the treacherous surface to score with a low shot.

United will also link with the main party late, 24 hours after playing in last night's UEFA cup tie against Neuchâtel Xamax.

Frank McAvennie, the West Ham United striker, was able to fly out with the rest of the squad. He has been unable to train for two days because of a heavy cold, but is expected to be fit.

The cost of the Australian trip is expected to be around £100,000, a shot by the Scottish Football Association. Their qualifying attempt began almost 14 months ago, when the manager was Jack Seely. Their target is 35.5 over, making 224 for two as Richards closed proceedings with another six.

Pakistan were handicapped by an injury to Imran Khan. The Pakistan captain has not recovered from bowling because of a hamstring problem, but with his attack suffering under a West Indian onslaught he was finally forced to bring himself on.

His night over, however, at which reduced pace, yielded 34 runs and no wickets, but the real damage had been done by left spinner Abdul Qadir who hit for 24 in one over and Taseem Ahmed gave away 16 in another.

opener Desmond Haynes, who made 39, and Gus Logie scored a 71-run second-wicket stand. Then Richards put things beyond doubt by joining in an unbeaten three-wicket stand of 119, with Logie, who finished on 78 not out.

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Club are given three-year ban for attack

Nairobi (AP) - As armed forces took in Kenya's top football league last night, the Kenya Football Federation has given a three-year ban to several players during a game on Saturday.

The ban was imposed on the players for attacking the referee. The Kenya Football Federation, said the team "through shame to the whole nation and put football into disrepute."

The federation imposed the ban on the Barot Football Club, made up of soldiers based at Nairobi. The lifetime ban on Zacharias Ouma is the first issued by the national federation. Ouma said witnesses reported that Ouma had tried to choke Williams Mpagha, the referee, after he had been set upon by several Barot players during a game on Saturday.

The game between Barot and Kenya Breweries was called off with fans having been ordered to leave. Breweries did the score on a goal that Barot claimed was kicked from an offside position, several Barot players began chasing, slapping and kicking Mpagha, who was exhausted after a hospital but not seriously hurt. The federation awarded Breweries a 1-0 forfeit victory in the suspended game.

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Ice prevents Pond from closing gap on the Finns

Tony Pond faces an uphill task if he is to become the first British winner of the Lombard RAC rally for nine years. He has driven the new MG Metro into third place after 51 of the 65 special stages, but has been unable to break the stranglehold of the Lancia ahead of him.

The leader, Markku Alen of Finland, has hardly made a wrong move since the start in Nottingham on Sunday and at the second major rest halt in Carlisle yesterday held a commanding three-minute lead over his team-mate Henri Toivonen.

Pond and Toivonen both suffered mishaps on icy stages as the 70 British drivers led by Jimmy McRae remaining drivers moved through South Scotland but the Alen, ploughed relentlessly on.

Pond trailed Toivonen by a minute at the break and knew he had to make a move during the difficult stages late last night at Kielder Forest in Northumbria if he was to upset the two Finnish drivers ahead of him. He said: "I don't think I can do anything about the Lancia at the moment. It's so icy that I am just trying to keep in one place."

Alen, looking for his first major success in 18 months, has recorded the fastest time in 23 of the 51 stages and it would be a remarkable achievement if he could guide the new Lancia to victory on its first appearance in a major international event.

Michael Sandstrom, the young Finnish driver, wrecked his chances by rolling the sole surviving Peugeot at Kildrummy while jiving fourth, but with 19 hours of driving still ahead the rally is wide open. Per Eklund of Sweden, in the Audi, is fourth with Juhka Kangankoski fifth.

They are followed by a trio of British drivers led by Jimmy McRae in the Opel. Terry Killy is seventh and the British Open champion, Russell Brookes, who made a special appearance in Scotland, has moved from sixth to eighth and third place. But unless there are major disasters ahead of them these three drivers are unlikely to make a great impact on the top six.

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RUGBY UNION: WITTHMAN STANDS OUT AS CAMBRIDGE RETRIEVE LOSING CAUSE AT GRANGE ROAD

Students' late cramming pays off

By David Hands
Rugby Correspondent

Cambridge University 19
M R Steele-Bodger's XV 18

Cambridge University retrieved a losing cause as well as Grange Road yesterday, that in the last six minutes they scored 12 points and beat a distinguished guest XI by two goals. In the process, however, they lost Thomas, the stand-off half, with suspected ligament damage. He knicked over in open play midway through the first half, having earlier sustained a bruised face in a collision with Paterson-Brown's knee.

Thomas's mild knee is affected and his university will await today's medical report, although an early diagnosis was encouraging. With only 12 days



Grip of Steele: Keys, of Badger's, heads off Stileman's break (Photograph: Ian Stewart)

Holmes reconsiders £100,000 offer

Terry Holmes, the Welsh captain, is believed to be reconsidering a £100,000 offer to play Rugby League for Bradford Northern next week. Holmes said he was not interested in turning professional.

Holmes, who pulled out of Cardiff's match with Macclesfield last night, was summoned to have been ready to tell his club's committee about his final decision after the game. However, he is now expected to make an announcement next week. Bradford's original offer was for a three-year period.

to go before the university match there is little recovery time available and it is an intriguing thought that, should he prove unfit, Bailey might win his fourth Blue at stand-off.

Bailey, the left wing, took over at half back during the game and contributed some telling touches as well as scoring the try in the third minute of injury time which, coupled with Hastings' splendid conversion from half-way out, gave Cambridge their third first-class success of the season.

That will do their morale no end of good, but they will also be delighted with the work of their forwards and the speed with which their backs moved the ball around. Save for the doubt over Thomas, this looks very much like the side that will play Twickenham, a side which has been much enhanced by the form of Witthman.

The former England School's No 8 has had a wretched first term with injuries, but yesterday he combined well with Kelly and Green in a back row which defended stoutly against the visitors' rolling mauls.

The visiting team, to their credit, never attempted to keep the game tight, which allowed Rose, among others, to show how sharp he is this season. Burnhill, too, contributed some deft touches.

Curiously, Burnhill and his fellow centre, Mullin, might be up at Cambridge next year, and it was they who combined for Mullin to score the opening try.

Thomas did the same for Hastings in a first half which

was thoroughly disoriented by injuries and ended with the guest team leading 6-4.

In the second half Steele-Bodger's got down to basics. They tried to tie in the lighter Cambridge forwards, but their backs were unable to escape the all-enveloping Cambridge cover and they lost the lead when Hastings kicked a giant penalty from his own half.

The basic approach paid off, however, when Wheeler was driven over for a try by his forwards. Then Rose ran powerfully for the two tries which appeared to have decided the match. Cambridge had other thoughts. Simms worked just

enough room for Harriman to streak in at the corner and the burly Clough, whose tackling was of the bone-shaking variety, made enough of an unpromising position for Bailey to earn the score which finally decided the match.

SCORERS: Cambridge University: Terry Hastings, Harriman, Bailey, Conversions: Hastings (2), Penalty goal: Hastings. Steele-Bodger's XV: Tress, Rose (2), Wheeler, Mullin, Conversion: Andrew. CAMBRIDGE UNIVERSITY: "G" Hastings (George Watsons and Magdalene), A Harriman (Radley and Magdalene), K Clough (St John Rigby and Magdalene), M Bailey (Ipswich and Corpus Christi), T Wheeler (Governor and Magdalene), R A Milburn (Edinburgh Academy and Jesus), J Turner (Sherborne and Downings), N Herrod (King Henry VIII

and Clare), P Combe (Marlborough and Magdalene), T Borthwick (Tonbridge and Merton), S Kelly (St Paul's and College and Corpus Christi), S Sullivan (Wellington College and Selwyn), S O'Leary (Ryngrove College and Farnham), P Green (Kent College and Trinity Hall), T Witthman (Spalding GS and Emmanuel).

M R STEEL-BODGER'S XV: M Rose (Harlequins and England), T Paterson-Brown (London Scottish), R K Wyles, Wymondham and Church, S Burnhill (Leicester), B Mullin (Dublin University and Ireland), S Smith (Wasps and England), R Andrew (Nottingham and Leicester), R Ross (Nottingham and Leicester), A Sheppard (Rugby and England), S Keay (Saracens), C Gray (Nottingham), Ripley (Rugby and England), C Rose (Nottingham and England), J Macdonald (London Scottish), Reference: J Fleming (Scotland). A Blue

The master teaches new boy a lesson

By Sydney Friskin

Barry West, aged 27, from Rotherham, was the odd man in at the quarter-final stage of the Coral Championship at the Crucible, Preston, yesterday. West, in only his third month as a professional, challenged Steve Davis, the title-holder, and soon discovered what life is like at the top. Davis quickly gained control after West had levelled the score at 1-1 and drew away to lead 6-1 at the interval of the 17-frame match.

An early break of 52 by Davis in the third frame was answered immediately by West, who made a gritty break of 49, after which Davis made a clearance break of 39. The former world champion had recovered his rhythm and raced away with breaks of 53 and 51, to lead 6-1. He won the next frame by 105-7.

Terry Griffiths, the winner of the UK title in 1982, overcame a 2-1 deficit against Willie Thorne at the adjoining table, to level 5-2 at the interval. The players had last met in the first round of the world championship at Sheffield in 1982, when Thorne won 10-5.

Thorne, who defeated Cliff Thorburn, of Canada, in the third frame yesterday, compiling breaks of 43 and 37 in the first frame, 38 in the second and 36 in the third. But Griffiths's confidence grew after he had compiled breaks of 40, and 32, to draw level at 2-2. Griffiths continued to hold the upper hand when outpacing John Feneely to win the title five months ago.

This will be Griffiths's first defence, and the start of a spell which will either lead to bigger things or persuade him that the domestic is the limit of his ability. Griffiths has been promised a meeting with Ciro de Leva, the European champion, in Italy on January 7, and the promoter/manager, Mike Barrow, is already looking beyond that to a world title bout.

Gilbody said: "The opportunities are there and it's up to me to take them. The fight when things turn in my favour."

Gilbody attempts to keep supremacy over title challenger

Ray Gilbody attempts to maintain more than five years of supremacy over John Feneely when he defends the British snooker title against this Merseyside rival at the York Hall, Bethnal Green tonight.

The champion, aged 25, from St Helens, best Feneely at Liverpool, three times as an amateur and drew with him when they met for a fourth time as professionals. Gilbody continued to hold the upper hand when outpacing John Feneely to win the title five months ago.

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Williford help for Andries

Beau Williford, the American trainer and a former world heavyweight contender, is helping Hackney's Dennis Andries to prepare for his European light-heavyweight title bout against Alex Blanchard, of the Netherlands, at the London West hotel on December 1.

Andries is attempting to become the sixth British boxer this year to win a European title, but he hopes it is only a stepping stone to the world championship.

The bout has been recognized as an official world title eliminator and Andries started his preparation by training in the United States under the guidance of Williford.

Skouma's threat of retirement

Paris (AFP) - Said Skouma, the French champion, has said he will retire after the European title fight with Enrico Sacchi in their bout for the vacant European light Middleweight title in Geneva on Saturday evening.

Skouma's previous title attempt ended with defeat by Britain's John Cable when his corner threw in the towel in the eleventh round of their bout in Toulouse in May of last year.

Skouma, who was born in Cusabana, and Sacchi, a Swiss Italian, are meeting after the European Boxing Union took the title off Georg Steinhilber, of West Germany, who took the title off Cable.

Blackpool fight back despite cruel blows

When the dust had settled on Alex Murphy's move to St Helens and the John Player Special Trophy first round was over, Jack Hart, the chairman, said: "I am now convinced that somebody out there does not like Blackpool Borough."

Last week was another bad week for Borough, the team which were known as the Blackpool Babes when they entered rugby league 31 years ago in 1954. Since then they have had more bad times than good, and this week's annual meeting was a gloom affair with a big loss reported on last season, and the events of the past week still simmering in Jack Hart's mind.

Consider the sequence of events. Earlier last week Jack Hart used in to his local radio and heard on the sports news that Tommy Dickens, the Borough coach for four years was going to Leigh as manager to replace Murphy. Strange, thought Jack, nobody told us, least of all an apologetic and embarrassed Dickens rang Hart to say he had been given an offer from Leigh that was to good to refuse, but he would sleep on the offer and give an answer in the morning. However, the local and national newspapers were already reporting Dickens' move as a fact and it duly went ahead. "We have protested to Leigh about the fact that they did not have the courtesy to let us know that they were approaching Tommy," Jack said.

While Blackpool were still reeling from the Dickens' blow, the side took a further blow when Tony, also from the second division, in the John Player first round tie at Blackpool. Four minutes from the end Borough scored their fifth try and the game was over. The result seemed assured of a lucrative second round tie despite failure to kick goals. Trinity kicked off and Billy Price, a Borough player who is

normally as sound as a bell, failed to catch the ball and stuck out a foot which diverted it into touch. From the scrum Trinity, who had been outplayed, scored the winning try. To rub salt into the Borough wounds Monday's draw gave Trinity a plum tie, a home game with Wigan and their huge following. It was then that Jack Hart became convinced that somebody out there does not like Blackpool Borough.

The survival of Borough has depended on directors who have been prepared to put their own money into the club. In 1982 when Borough went into liquidation, Jack Hart, a local hotelier and businessman, took over the club with other directors via Savoy Hotels, a Blackpool company. He is now trying to get the best of the ground transferred from Savoy Hotels to the club so that car park receipts, ground advertising and other badly needed income can go directly into club coffers.

George Lunn is another Blackpool stalwart who confesses to having had more heartaches than joys in his 27 years with Borough, first as expenses-only secretary, and later as one of those directors whose income keeps the club going. "We are out on a limb on the Fylde coast," George says. "Blackpool is a cosmopolitan town with no roots in rugby league and we can't get the crowds. There are 22 rugby union clubs in the county with a successful third division football club, but only one surviving amateur rugby league club, Blackpool Stanley."

The Sports Council should withdraw grants to rugby union clubs in view of the Rugby Football Union's decision to continue to freeze out amateur rugby league players (Keith Macklin writes). An organization calling itself Freedom in Rugby, which has members in all walks of society, and includes among its most influential spokesmen Ray French, the international and BBC commentator, says that the Union's decision not to change its rules is a slap in the face for the Sports Council.

The Council has supported the British Amateur Rugby League Association in its 13-year negotiations which have attempted to persuade the RFU to allow a free gateway between amateur rugby league and rugby union.

The two amateur sides who will challenge the county's Silk Cup Challenge Cup preliminary round were chosen by the management committee in a draw at Leeds yesterday. There are three county associations and the county with the most players will compete for the two places. The draw favoured Cumbria, whose representative will go straight into the preliminary round, while the winners of Lancashire and Yorkshire amateur competitions will have a play-off.

Cumbria get luck of draw

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Too many gaps in Navy defences

By John Clemison

Royal Navy... 6
NZ Combined Services... 36

Those who hoped that New Zealand Combined Services might run out of steam before they met the "brave boys" of Britain's armed forces at Devonport on Saturday, would take comfort from their seven try victory at Portsmouth yesterday. For the Navy, long renowned for their ruggedness and tirelessness, were outplayed, outmanoeuvred, and, in many places, outclassed.

Though they managed to hold their own in the forwards, but only just, and they had the advantage of countless penalties against a New Zealand side too keen to gain swift possession, they rarely troubled the touring side, and ultimately went down by the unflattering margin of four goals and three tries to two penalty goals. It was small comfort for the Navy that it was one point better than the 37-6 defeat that the Army suffered.

There was some concern in the New Zealand camp afterwards, however. Their tactical kicking had been inept at times, and their

Cramb opts to play for Scotland B

By Peter Marson

Strike Command... 6
RAF Support... 11

Richard Cramb, the Harlequins stand-off half, who went on the England Under-23 tour of Spain last year, has been chosen by Scotland for their B international with Italy at Allnansland, Glasgow, on Saturday week.

Cramb, who has dual qualification, has now opted for the Scots and will be one of five new players in the team. The others are the Watsonians full back, Scott Hastings, the Stewart's Melville centre, Simon Scott, the Heriot's hooker, Ken Milne, and the Kelso prop Garry Wale.

Hastings takes the place of his brother, Gavin, the Cambridge University captain, who has been left out because of the University Match four days later.

SCOTLAND B: S Hastings (Watsonians); M Duncan (West of Scotland); S Macdonald (Heriot's); P Scott (Stewart's Melville); A Taylor (Kelso); S Milne (Kelso); S Hastings (Watsonians); D Scott (Hastings); M Milne (Heriot's); P Scott (Stewart's Melville); A Taylor (Kelso); S Milne (Kelso); S Hastings (Watsonians); M Duncan (West of Scotland); S Macdonald (Heriot's); P Scott (Stewart's Melville); A Taylor (Kelso); S Milne (Kelso); S Hastings (Watsonians); D Scott (Hastings); M Milne (Heriot's); P Scott (Stewart's Melville); A Taylor (Kelso); S Milne (Kelso); S Hastings (Watsonians); M Duncan (West of Scotland); S Macdonald (Heriot's); P Scott (Stewart's Melville); A Taylor (Kelso); S Milne (Kelso); S Hastings (Watsonians); D Scott (Hastings); M Milne (Heriot's); P Scott (Stewart's Melville); A Taylor (Kelso); S Milne (Kelso); S Hastings (Watsonians); M Duncan (West of Scotland); S Macdonald (Heriot's); P Scott (Stewart's Melville); A Taylor (Kelso); S Milne (Kelso); S Hastings (Watsonians); D Scott (Hastings); 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TENNIS

Wade should teach the lost generation the secret of winning

From Richard Evans
Melbourne

It was a pity Jeremy Bates was otherwise engaged while Virginia Wade was beating Molly Van Nostrand in the first round of the Australian open here at Kooyong yesterday.

Bates, looking thoroughly miserable, managed to squander a two sets to love lead in losing to the lightweight American, Marc Flur. He could have learned something about attitude on court from the venerable Miss Wade who has decided, in her fortieth year, that this will be the last time she plays singles in a grand slam event.

Obviously Bates, now regarded as the most promising of Britain's younger men players is under considerably more pressure than the care free Miss Wade. Nevertheless the Englishwoman's jaunty demeanour, full of pride and fighting spirit, epitomized the vital ingredient that has disappeared from British tennis. Even Jo Durie, who fought well to beat Australia's Anne Minter 6-4, 6-4, appeared tortured with self-doubt at various moments during her match; but at least she won.

If Bates had believed in himself, he could have won, too. After the success he has enjoyed this year, he should have had the self-confidence to overwhelm a player who is ranked 27 places below his own 74th position on the ATP computer. Instead he lost 6-7, 6-7, 5-6, 4-7.

By his own admission, the match was a catalogue of missed chances. Having won the opening two sets with positive displays both tie-breaks, Bates broke Flur's service in the fourth and fifth sets and led 0-30 on the American's service at 5-5 in that deciding set. But flur, a slender and deceptively quick player, came up with the pressure he needed to wriggle free and, two games later, won the match with a backhand that nicked the tape as it flew past Bates.

A former Australian player was perplexed by Bates's attitude. "Everything about him seemed negative," he said. "Did you see how he shook hands without even turning his head towards the guy let alone looking him in the eye? Being able to face up to the fact that you lost a tight one because your opponent was better on the day is all part of the learning process that makes you a better player. Not many British players seem to understand that these days."

Such was the carnage amongst the rest of Britain's male contingent, that Bates probably deserves some sort of a medal just for completing his match. After losing the first set, Colin Dowdwell retired because of a pulled stomach.



False picture: Chris Lloyd, the defending champion, was not stretched when beating Ros Fairbank 6-1, 6-2

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muscle against Huub Van Boeckel, of the Netherlands, and, in the next match on the same court, Steve Shaw also walked off after three games of the second set, with a leg injury.

So it was left to Anne Hobbs, who won her interrupted match against Miss Hu Na 6-2, 6-3, to lend some support to Miss Wade. In fact, it took two hours for Miss Wade to defeat Miss Van Nostrand 6-3, 5-7, 6-2, but that was quite an achievement considering the American girl had reached the quarter-finals at Wimbledon this year.

Miss Wade, however, believed her own grass-court technique superior to her opponent's and her approach to the match demonstrated the power of positive thinking. Perhaps Miss Wade would give a seminar on the subject for the benefit of the younger generation.

● MELBOURNE (Agencies): Two seeds were knocked out of the women's singles in the Australian Open yesterday. Bettina Bunge, No 12, of West Germany, was beaten 6-4, 6-2 by the Australian, Dianne Balesat, and Pascale Paradis, No 15, of France, lost to another Australian, Amanda Dingwall, 6-2, 5-7, 6-2.

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Bank on class of Rose Ravine

By Mandarin
(Michael Phillips)

Fulke Walwyn, the veteran Lambourn trainer, can win the Wessex Hurdle with a horse owned by Pamela Smart for the second year in succession at Wincanton this afternoon.

Twelve months ago Crispin Embury did them proud. This time it should be Rose Ravine, who showed that she was one of the best long distance hurdlers in training last season when she won the Waterford Crystal Stayers' Hurdle at Cheltenham in March.

Useful performers that Nialan and Misty Dale are, especially the latter who won three times in a row last season before finishing sixth in the Coral Golden Hurdle final at Cheltenham.

Bloodstock sales - page 23

Cheltenham, the fact remains that neither are quite in the same league as Rose Ravine, who was also able to number Ascot's Fernbank Hurdle and Cheltenham's Bishop Cleeve Hurdle among her successes last winter.

With the field for the Lord Stalbridge Memorial Gold Cup cutting up to four, the way looks open for Michael Marsh's eight-year-old, Broadbath, to continue his upward graph. Only visitors to Cheltenham have seen Broadbath in action this season but he is strong enough to take on the best.

His stable companion, Solid Oak, who was far from being devoid of ability over hurdles, could be a second winner for David Barons and Paul Nicholls in the Cerne Abbas Novices' Chase, which has not attracted a talented field.

Earlier in the day, I expect Paddy Bore to be back in flight again in the Chard Handicap

RACING: LEADING CHASERS TO CLASH IN SATURDAY'S REHEARSAL CHASE



Gritter, the 1982 Grand National winner, seen here with Dick Saunders in the saddle, is back in training. The 12-year-old damaged a tendon in his hind leg when he last ran in the 1983 National. He will be kept to small races by his new trainer, John Webber, and will not be asked to compete in the National again. He is expected to run in a month's time.

Chase. At Ascot recently they finished second and third respectively in the race won by Destiny Bay, whose stable companion, Green Bramble, is now my idea of today's best bet in the Shipston Handicap Chase at Warwick.

Exasperating that he was last season when he fell or unseated his rider in four of his nine races, Green Bramble still recorded victories at Cheltenham, Nottingham, Lingfield, and Liverpool. The mishaps occurred on courses as stiff and demanding as Cheltenham and Newbury.

Warwick the previous season, Green Bramble should be in his element there today, especially as he has been ready to race for a while. Only the firm ground at

Irish treble incentive

The Irish National Stud have announced a £100,000 bonus for the owner of any jumper that can win three of the big handicap chases in Ireland this winter.

The qualifying races are the Gallop Handicap at Gowran Park (January 16), the Harold Clarke Chase at Leopardstown (February 15) and the Jameson Irish Grand National at Fairyhouse (March 31). The last horse to achieve this

Irish treble was the legendary Arkle. Siskin Bridge, owned by the national stud and running in the presidential chases, almost managed the treble last season taking the Gallop Handicap, the Gallop Handicap at Gowran Park, and the Jameson Irish Grand National at Fairyhouse (March 31). The last horse to achieve this

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Pebbles not involved in positive drug test

Pebbles, the 1982 winner of the year on Tuesday after winning the Breeders' Cup Turf at Aqueduct earlier this month, is definitely not the horse from whom the positive post-race dope test was taken, it was reported in the United States yesterday.

Gregory McKinn, president of the New York Racing Association (NYRA) confirmed that payments to money winners in all seven races in the lucrative Breeders' Cup series had been halted following an order by the New York Racing and Wagers Board, who are responsible for distribution of the prize.

However, the all-clear has now been given to pay on every race, except the Turf.

Every horse in the Breeders' Cup races was given a post-race test and none of the illegal drugs, stimulants, were found in the urine of one of the horses placed in the Breeders' Cup Turf race in which Slew the Saviour, Mounseigneur, and Lashkar, all finished in the top three.

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Yellow balls win the day

Yellow balls will be used at next year's Wimbledon tennis championships. The Wimbledon committee has given way to pressure from various quarters, but not without lengthy discussions.

"Buzzer" Hadingham, chairman of the All England club, said yesterday: "The committee is totally committed to its role as the guardian of tradition at Wimbledon, which is a vital component of Wimbledon's unique character and charisma."

"But there are occasions on which we have been deemed old-fashioned in our protection of these traditions. After lengthy discussions we believe that the advantages of using yellow tennis balls now outweigh the sentimental attachment to white."

Tax hits LTA profits

The Lawn Tennis Association, helped by a surplus of more than £5.3m from last summer's Wimbledon championships, have made a pre tax profit of £2,880,281, the annual report published yesterday reveals.

Delegates will be told at the association's annual meeting in London on December 6 that the inland revenue is expected to claim at least £1.8m.

With £500,000 also being transferred to special project funds, all that remains of the LTA's surplus is £579,911 compared to £786,796 last year when the Wimbledon contribution was 4.2m.

The contributions from club members grossed £292,993 but with

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WINCANTON

Going good to firm

12.45 YOUNG FARMERS NOVICE HURDLE (Div 1: £811: 2m) (14 runners)

1.45 WESSEX HURDLE (Div 1: £82: 2m) (5 runners)

1.55 CHARD HANDICAP CHASE (Div 1: £584: 2m) (5 runners)

2.00 YOUNG FARMERS NOVICE HURDLE (Div 1: £811: 2m) (14 runners)

2.05 YOUNG FARMERS NOVICE HURDLE (Div 1: £811: 2m) (14 runners)

2.10 YOUNG FARMERS NOVICE HURDLE (Div 1: £811: 2m) (14 runners)

2.15 YOUNG FARMERS NOVICE HURDLE (Div 1: £811: 2m) (14 runners)

Wincanton selections

By Mandarin

12.45 Sandown, 1.15 Paddy Bore, 1.45 Rose Ravine, 2.15 Broadbath, 2.45 Solid Oak, 3.15 Kinto.

3.15 YOUNG FARMERS NOVICE HURDLE (Div 1: £811: 2m) (14 runners)

3.20 YOUNG FARMERS NOVICE HURDLE (Div 1: £811: 2m) (14 runners)

3.25 YOUNG FARMERS NOVICE HURDLE (Div 1: £811: 2m) (14 runners)

3.30 YOUNG FARMERS NOVICE HURDLE (Div 1: £811: 2m) (14 runners)

3.35 YOUNG FARMERS NOVICE HURDLE (Div 1: £811: 2m) (14 runners)

3.40 YOUNG FARMERS NOVICE HURDLE (Div 1: £811: 2m) (14 runners)

PPA CERTIFIED DIVIDENDS
All dividends subject to rescinding. MATCHES PLAYED 23rd NOV.

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22 1/2 PTS	£7,000-85	10 HOMES	£35-35
22 PTS	£2,032-86	4 AWAYS	£11-15
21 1/2 PTS	£273-74		
20 1/2 PTS	£26-79		

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A time for tales of river bank

By Conrad Voss Bark

A good year for fishing books. Of considerable importance is the new edition of Frank Sawyer's classic *Keeper of the Stream*, which no trout fisherman can possibly be without. It is beautifully illustrated by Charles Jardine, with a perceptive review of this great river keeper's life by Sidney Vines. Invaluable and fascinating. (Allen and Unwin, hardback, £9.95.)

Pride of place among the new books must go to *Freshwater Fish of Britain, Ireland and Europe* by two fishermen naturalists, Roger Phillips and Maxine Rice. (Penguin, laminated cover, £7.95.) It is a remarkable achievement. There are extremely good colour photographs of something like 150 different kinds of fish, many full page, and the accompanying text is thorough, giving names, habitat, distribution, how to fish for them, and a considerable amount of detailed information. The author has chased rare fish as far as Finland. They did

Also, two fishermen, Derek Mills and Timothy Benn, both had the same idea at the same time. They have published all that they can find of trout, postcard, cartoons and articles about fishing from Victorian times to the present day, with a witty commentary. Oddly enough, they complement each other rather than clash. Splendid and amusing comic books. Benn's *The (Almost) Complete Angler's Guide* (Collins, £12.95) (hardback, £6.95) and Mills's *The Fishing Hole is Great* by Collins (hardback, £12.95).

A welcome textbook on a much neglected subject is *Stillwater Dry Fly Fishing* by Roger Fogg, which contains a great deal of original research and much useful information. Published by Black (hardback, £10.95), do not be put off by the title and the laminated cover.

Charming stories about fishing in Devon and of a river warren's life are in *The Fishermen's Stories*, written and illustrated by Robin Arden, with a foreword by Sir Michael Hordern (Dent, hardback, £12.95). Invaluable technical information is contained in *The Fly Tiers Manual* by Mike Paves (Collins, £12.95) which has many line drawings and more than 200 colour photographs of trout and salmon are in Margaret Ashby's *The Hook in Cork Book* (W & B, hardback, £4.95).

WARWICK

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Heath condemns tax cuts as 'insult to jobless'

By Philip Webster, Political Reporter

Mr Edward Heath said last night that tax cuts in present circumstances would be an insult to the employed as well as the jobless, an insult to the intelligence of the British people and an affront to their integrity. In one of the most outspoken denunciations of government economic policies that even he has delivered, Mr Heath combined a warning that Britain was close to facing a national emergency because of unemployment, with a savage attack on the way the privatization programme had been carried out.

He accused the Government of "financial profligacy" in the disposal of the proceeds of privatization and ridiculed ministerial claims of a great economic revival. And he gave a warning that the British people would show their contempt for people who cling to their ideologies with no heed to the nation's needs.

Mr Heath went from the Commons, where he had delivered a speech strongly supporting the Government's efforts over the Anglo-Irish agreement, to give a lecture at the London Business School, which graphically underlined his distaste for its economic strategy.

Privatization he described as "an apology" for a supply-side policy. He doubted whether it would increase competitiveness, shifting the ownership of the bulk of it involved shifting the ownership of the nation's monopolies between the public and private sector.

But worse, he said, was what had happened to the proceeds.

They had been spent not on new investment, but on consumption, including benefits for the unemployed.

He went on: "And the next batch seem to have been earmarked for tax cuts. I can predict with great confidence that the result of tax cuts will be a new surge in imports of consumer durables from abroad. Not a lasting boost to British capital stock and British industry."

Mr Heath said that one man's tax cut might mean the loss of another man's opportunity of employment.

He suspected that privatization had mopped up much of the capital from the capital markets which would otherwise have been seeking worthwhile investment projects. The money released to the Treasury had been used not to invest in the nation's future but for "jam today."

"This strikes me as a financial profligacy which ill befits a government, which in its rhetoric sets such store by fiscal and monetary rectitude," he said.

It was not the only false note in the Government's current rhetoric. "We are told we are in the middle of an economic miracle. I sometimes wonder whether government ministers who made that claim live in the same world as the rest of us," Mr Heath said.

The average growth rate over the life of the Government was about 1 per cent per annum, the worst record for any period since the Second World War.

Moscow heart boy goes out to play

By a Staff Reporter

Yuri Sobol, the Soviet boy aged 10 months who was given urgent heart surgery by British doctors, left his hospital ward for the first time yesterday.

The boy had little hope of survival before surgeons at the Hospital for Sick Children, Great Ormond Street, in London performed the operation last week.

Doctors said that the chances of a full recovery were good yesterday, as Mrs Tanya Sobol, his mother, carried him into the hospital's playground.

The boy will need further surgery in two or three years Mr Jaroslav Stark, who led the team of surgeons said. He is expected to return to Britain for the treatment.

Doctors removed part of the heart wall and narrowed an artery from the heart to the lungs. Further treatment is needed to repair a hole in the heart and transverse arteries.

The boy should be able to lead a near-normal life before the second operation.

He and his mother are due to return to Moscow next week and will take with them presents, including several teddy bears, from well-wishers.

Mrs Sobol said yesterday that a big welcome awaited them. "People have been so kind," she added.

In a letter of thanks to *The Times* the Sobol family wrote: "We would be happy if our coming to London could promote warm human relations between the English and Soviet peoples."

It is the first time for several years that a Soviet citizen has received treatment in Britain on the National Health Service under a medical co-operation agreement between the two countries.

Britain formally suspended the agreement in 1982 after the Soviet invasion of Afghanistan and the suppression of the Solidarity movement in Poland.

There are hopes that in the medical profession the operation will prompt more medical co-operation between Britain and the Soviet Union.



Yuri Sobol and his mother (Photograph: John Voos).

Code for Civil Service rejected

By Richard Evans, Lobby Reporter

Sir Robert Armstrong, head of the Civil Service, last night virtually ruled out the prospect of a code of ethics for civil servants.

He told MPs on the Treasury and Civil Service Select Committee that the qualifications required would be "so endless I am not sure it is even possible to produce an adequate code".

In evidence at the start of the committee's inquiry into the duties and responsibilities of ministers and civil servants, Sir Robert said he believed it was better to have a set of general principles which civil servants could rely on. Civil service unions, led by the First Division Association which represents the top grades, have been pressing for a code since the case involving Mr Clive Ponting, the Ministry of Defence official who leaked documents to a MP.

Sir Robert said guidelines he issued in February, following the Ponting case, on the duties and responsibilities of civil servants in relation to ministers were not necessarily the "final word" and if change was needed "some change will be made".

He denied that the prime minister had ever asked about the political attitudes of candidates in line to be top civil servants, or that she appointed people from outside a short list drawn up by himself.

Ministries in talks on ethnic job quotas

By David Felton, Labour Correspondent

The Home Office is expected to bring forward, for inter-ministerial discussion, proposals that companies seeking government contracts should be seen to be helping to eradicate racial discrimination in employment.

Opposition to the Home Office suggestions, which were first disclosed in October, has come from the Department of Employment which has indicated it prefers to persuade companies to increase the numbers of blacks they employ by voluntary means.

Lord Young, Secretary of State for Employment, will argue in Cabinet that while he does not oppose the underlying principle, he is anxious to avoid putting another layer of bureaucracy on industry.

Contract companies under which companies would have to declare their levels of ethnic minority employees, along with pressure on companies to employ a quota of black workers, is seen by the Home Office as an important means of cutting high levels of unemployment in the black communities.

Latest government statistics show that in the 16 to 24 age group black men are twice as likely to be out of work than whites. The worst affected are young people of Afro Caribbean extraction but the problem of unemployment in the Asian community is also increasing.

The Department of Employment is pressing ahead with its policy of persuasion and Mr Peter Bottomley, Under-Secretary of State, is next month to start a series of consultations with companies to encourage them to increase the numbers of black employees.

Department officials and leaders of the ethnic minority communities believe that up to 100,000 jobs could quickly be created for young blacks.

Disagreement on the tactics to be used to tackle black unemployment emerged following the announcement by Mr David Waddington, Minister of State at the Home Office, that a report was made by Mr Alan Clarke, a junior employment minister.

It was suggested in Whitehall last night that because the Home Office appeared to be determined to have the issue of contract compliance aired, lengthy discussions between the various departments affected are likely with Lord Young taking a slightly more conciliatory line with the Home Office.

After learning of it he had had to go home and tell his wife that he regretted that he had brought his children up to believe in their Britishness.

"Better they had never looked at the Union Jack and believed they were British, and put their trust in the House of Commons, knowing that they would have to spend their lives as some sort of semi-British citizen."

Mr McCusker said the way Northern Ireland was governed had now changed fundamentally and rendered him redundant as an MP.

Mr Paisley, MP for North Antrim, and leader of the

Democratic Unionist, was unlike Mr McCusker, able to say he was proud to be British, was born British and would remain British. He and Mr Paisley, said, for UDA, an independent Ulster.

But there was nothing in the agreement for the majority it was an appalling thing that the Government was prepared to go down "this road of folly".

Mr Paisley said the agreement was treachery because it had destroyed the power of the majority to negotiate properly for their people. "If you are going to treat the minority right you must also treat the majority right," he said. "Let us all be equal."

He asked MPs to remember when they voted the backbones of the Ulster people, and remember that the Unionist representatives could not all be wrong.

Parliament, page 4
Ulster risks, page 12

Reagan pressed to act

Continued from page 1

only be more effective, but also cheaper.

The toughness of Mr Gorbachev's stand on the issue was seen as an effort to outflank hardliners inside the party by demonstrating that the Soviet Union had not abandoned its original approach.

Claiming that a reduction in nuclear armaments was possible, he said: "It is absolutely essential to slam shut the door through which weapons could get into outer space. Without

this, no radical reductions of nuclear armaments are possible. We hope that what was said on the SDI in Geneva was not the last word of the American side."

Kremlin-watchers said the speech was much franker and more open than those usually delivered before the Supreme Soviet. It enhanced the impression that the superpower leaders had struck up a good personal rapport.

Leading article, page 13

Labour suspends Liverpool party

Continued from page 1

Mr Eddie Haigh, of the transport workers' union, said: "We should no longer turn the other cheek to Derek Hatton and his like."

But there were also warnings from the left against what Mr David Blunkett, leader of Sheffield Council, called "some sort of lunatic witch-hunt".

Mr Eric Heffer, MP for Liverpool, Walton, and Mr Dennis Skinner, the MP for Bolsover, both said that the executive was playing into the hands of the party's political, press and media opponents.

The investigation is to be

completed quickly, with recommendations back to the executive by January at the latest.

Meanwhile, the national executive also decided to suspend and investigate the candidate selection process in Knowsley North after allegations of militant malpractice in Mr Robert Kilroy-Silk's Merseyside constituency party.

Mr Ken Cure, of the AUEW, questioned the selection of Mr Dave Nellist, the Militant MP for Coventry South-East, but the executive agreed to endorse him as an official party candidate for the next election.

Mr Derek Hatton, deputy leader of Liverpool City Council, said: "When the national officials come they will see nothing but an active and vibrant party."

"Certainly the Labour Party in Liverpool has no part in any sort of intimidation or threats to any members of the Labour Party or anyone else with different points of view from the controlling group, that will never happen."

Mr Ian Lowe, the Militant union leader of 9,000 Liverpool council manual workers, accused Mr Kinnock of inventing evidence against Militant.

THE TIMES INFORMATION SERVICE

New books - paperback

The Literary Editor's selection of interesting books published this week:

FICTION
Islanders and The Fish of Men, by Yevgeny Zamyatin, translated by Sophie Fuller (Julian Satchell, £2.50).
Splendid Lives, by Penelope Gifford (Abacus, £2.50).
The Glamour, by Christopher Priest (Abacus, £2.95).
The Rapes of Tamar, by Dan Jacobson (Andre Deutsch, £3.95).
Non Fiction
Cavour, by Denis Mack Smith (Methuen, £5.95).
e is cummings, 5 edited by George James Fennell (Liverpool, £5.95).
Emily Brontë, Her Life and Work, by Muriel Spark and Derek Stanford (Arena, £3.95).
History in English Words, by Owen Barfield, foreword by W. H. Auden (Faber, £5.95).
Feminism, A Biography, by Ronald Hingley (Unwin, £5.95).
The Salter and the Enemies, Feminism and Sexuality 1880-1930, by Sheila Jeffreys (Pandora, £5.95).

Roads

London and South-east: Redbridge roundabout, Wanstead: Roadworks still holding up traffic in the peak hours, affecting traffic on M11 and A12. Eastern Ave. The Midlands: M5: Various week day lane restrictions and overnight carriageway closures between junctions 4 and 8, the Bromsgrove turnoff and the M50 intersection. A453: Roadworks causing delays on the approach to Ashby Road at the junction with the A444, Leics. A1: Contraflow N of Grantham.

Wales and West: M5: Inside and centre lanes closed northbound between junctions 12 (Gloucester) and 13 (Stroud). A48: Delays in Haverford West between Bridgend Square roundabout and the B4321 turn off for Cardigan. A468: Lane closures on both carriageways on the Neath to Resolven road, W Glamorgan.

The North: M6: Work on central relief junctions 3 (Livingstone) and 33. Lancs. M62: Greater Manchester - Contraflow between junctions 18 and 19. A1088: Traffic restriction on the Tees Newport Bridge: no westbound access from junction of Newport Bridge approach road and the NE.

Scotland: A74: Two sets of roadworks: outside lane closures on approach for Cardigan. A668: Lane closures on both carriageways on the inside lane closed pm. N of Beattock Summit. M8: Various lane restrictions and carriageway closures between junctions 3 (Livingstone) and 66 (Newhouse). City Aberdeen - A93: Single line traffic with lights W of Cuth.

Parliament today
Commons (2.30): Housing (Scotland) Bill, second reading.
Lords (3): Commonwealth Development Corporation Bill and Animals (Scientific Procedures) Bill, second readings.

Talks, lectures
Australia: lecture of contrasts, by Dr J Owen, Medical Sciences Building, Leicester University, 5.15.
The happy eye, by Sir Hugh Casson: Great Hall, Birmingham University, 6.
Body tissues in action: the pathology of health, by Prof J W B Bradfield, Medical School, Bristol University, 5.15.
How Leopold III saved the British Army in 1940, by Lord Keynes: Sixth Form Centre, King's School, Rochester, 8.
Rare moments of panic, the work of Rene Magritte, by George Melly: The Whitworth Art Gallery, Whitworth Park, Manchester, 6.30.

General
Book fair: academic, technical and general interest books: Queen's Hall, Leicester University, 10 to 4.
Alan Jackson and the Angels of Fire give a recital of contemporary poetry: Gallery One, Third Eye Centre, 350 Sauchiehall St, Glasgow, 7.30.

The pound
Bank Buy Sell
Australia 2.19 2.17
Austria 27.20 25.90
Belgium 7.80 7.50
Canada 2.09 2.00
Denmark 14.86 12.36
France 11.78 11.24
Germany 3.87 3.80
Greece 11.84 11.15
Hong Kong 11.71 11.21
Ireland 1.26 1.20
Italy 262.00 260.00
Japan 311.00 293.00
Netherlands 4.25 4.16
New Zealand 1.18 1.15
Portugal 245.00 232.00
South Africa 4.10 3.85
Spain 16.75 15.50
Sweden 1.75 1.66
Switzerland 1.50 1.46
USA 84.00 80.00

Rates for small denomination bank notes only, as supplied by Barclay Bank PLC. Different rates apply to travellers' cheques and other foreign currency business.
Retail Price Index: 377.1
London: The FT Index closed up 10.4 at 1128.9.

The papers

The Mirror says: "The militants of Liverpool have been poisoning Labour's chances of winning the next general election. Now, at last, the Party is hitting back. Yesterday's suspension of the activities of the city's district Labour Party must be the first step towards removing the pus." The paper adds: "No political party, least of all Labour, enjoys expelling its members. They are all afraid of the cry of 'witch hunt', but Militant is not an innocent victim. It is a cancer. If it isn't destroyed by Labour, Labour may be destroyed by it."

The Daily Express says: "Prince Charles is right, of course. If we are to survive as anything better than a 'fourth-rate nation', we must become more hard-working, confident and venturesome - in a word, more enterprising." The paper adds: "We have a long way still to go. It is difficult to believe that a people whose enterprise was once one of the dominant forces on this planet will settle for being 'fourth-rate'."

Anniversaries
Births: Jean-Baptiste Lully, composer, Florence, 1632; William Blake, 1757; George William Manby, inventor of apparatus for saving life at sea, Denver, Norfolk, 1765; Friedrich Engels, socialist, Barmen, Germany, 1820.
Deaths: Gian Lorenzo Bernini, sculptor, Rome, 1680; Washington Irving, writer, Tarrytown, New York, 1859; Dwight Davis, statesman and founder of the Davis Cup, Washington, 1845; Haverall Brins, composer, Shoreham, Sussex, 1972.

Portfolio
Portfolio - how to play
Monday-Saturday record your daily Portfolio
If your list matches the published weekly dividend figures you have won outright or a share of the prize money stated for that week, and must claim your prize as instructed below.

How to claim
Telephone The Times Portfolio claims line 0254-53272 between 10.00 am and 3.00 pm, on the day your overall total matches The Times Portfolio Dividend. No claims can be accepted outside these hours.

You must have your card with you when you telephone.
If you are unable to telephone someone else can claim on your behalf but they must have your card and call The Times Portfolio claims line between the stipulated times.

No responsibility can be accepted for failure to contact the claims office for any reason within the stated hours.
The above instructions are applicable to both easy and weekly dividend claims.

Some Times Portfolio cards include minor misprints in the instructions on the reverse side. These cards are not invalid.

The winning of Rules 2 and 3 has been expanded from several versions for clarification purposes. The same effect is not affected and will continue to be played in exactly the same way as before.

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Weather forecast

A depression over the North Sea will move away and cold NW winds will moderate.

6am to midnight

London, SE, central S, SW England, Midlands, Channel Islands, S Wales: Frosty start, mainly dry, sunny periods; wind NW light or moderate; max temp 7C (45F).

East Angles, E, central N, NE England, Borders, Edinburgh, Dundee: Sunny periods, scattered wintry showers, snow on hills; wind N moderate; max temp 4C (39F).

N Wales, NW England, Isle of Man, Argyll, Northern Ireland: Sunny intervals, scattered wintry showers, snow on hills; wind N moderate; max temp 5C (41F).

Lake, S, central S, SW England, Midlands, Channel Islands, S Wales: Frosty start, mainly dry, sunny periods; wind NW light or moderate; max temp 7C (45F).

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Today's events

Royal engagements

The Queen and the Duke of Edinburgh give an evening reception for members of the Diplomatic Corps, Buckingham Palace, 8.30.

The Duke of Edinburgh, Colonel, visits the 2nd Battalion of the Grenadier Guards, Lydd Ranges, Kent, 9.40; and later visits the 1st Battalion, Cavalry Barracks, Hounslow, 12.30.

Queen Elizabeth the Queen Mother opens the new unit of the Caldecott Community at Merham, near Ashford, Kent, 11.15.

The Prince of Wales, Colonel-in-Chief, 2nd King Edward VII's Own Gurkhas (The Sirmoor Rifles) visits the 2nd Battalion, Queen Elizabeth Barracks, Church Crookham, Hants, 10.30.

The Duke of Kent, as vice chairman, the British Overseas

Trade Board, opens a new factory for Gravinor, Colnbrook, Slough, 11.30; and later visits Celtech, Slough, 2.30.

Exhibitions in progress

Christmas exhibition, Oxford Gallery, 23 High St, Oxford; Mon to Sat 10 to 5 (ends Jan 2).

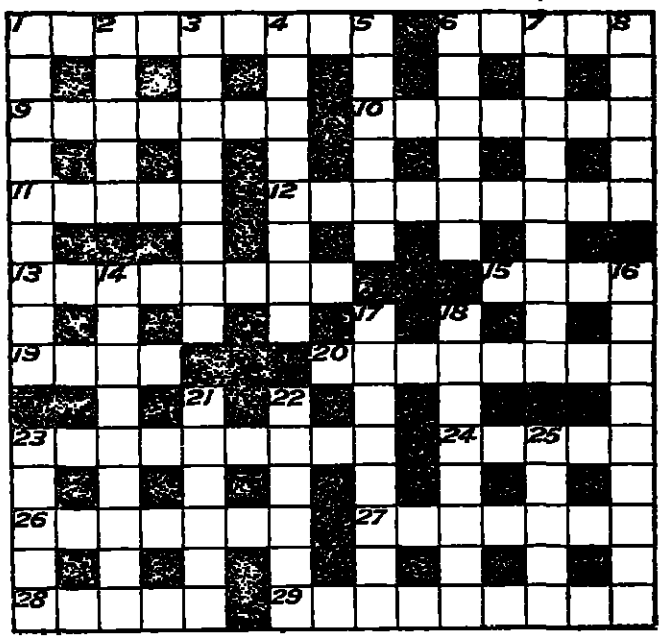
Christmas exhibition of prints, paintings, jewellery, glass and bronzes: the Wykeham Galleries, Stockbridge, Hants; Mon to Fri 10 to 5 (ends Dec 24).

The Christmas Story - paintings, prints and drawings from the National Gallery's collection; National Gallery of Scotland, The Mount, Princes St, Edinburgh; Mon to Sat 10 to 5, Sun 2 to 5 (ends Jan 5).

Jobbing decorated glass of the 1930's with examples of the work of Lalique, Sunderland Museum and Art Gallery, Borough Rd; Mon to Fri 10 to 5 (ends Jan 19).

Photographs by Douglas Jones

The Times Crossword Puzzle No 16,906



- ACROSS**
- 1 Matchmaker to run the gamutlet (2-7).
 - 2 Form quick opinion of amount raised (3,2).
 - 3 This cricket shot's a joke (3-4).
 - 4 Island needs junior accountant (7).
 - 5 It's easy to see through these gambles (5).
 - 6 Toy with idea of night out after The Cockerel Party, perhaps (9).
 - 7 Even air pressure is delivered by this sort of line (8).
 - 8 The band is a hit (4).
 - 9 The filament is hard to ventilate (4).
 - 10 Paper covering those leaving union meeting (8).
 - 11 Ornamental embroidery is an extravagant business (5-4).
 - 12 Excuse for shooting together (5).
 - 13 Hidden meaning of a symbolic kiss (7).
 - 14 Right in the money before start of the dry spell (7).
 - 15 Turning point on which a wicket may depend (6).
 - 16 One of Miss Bell's wild companions (9).
- DOWN**
- 1 Poet or mighty man? (9).
 - 2 Little creeper has a kind of horn (5).
 - 3 Birthday of the marathon man? (8).
 - 4 Omission when lies slip out (8).

Solution of Puzzle No 16,905
ACROSS
1. MATCHMAKER
2. FORM
3. CRICKET
4. ISLAND
5. GAMBLE
6. TOY
7. EVEN
8. BAND
9. FILAMENT
10. PAPER
11. EMBROIDERY
12. EXCUSE
13. HIDDEN
14. RIGHT
15. TURNING
16. ONE
DOWN
1. POET
2. LITTLE
3. BIRTHDAY
4. OMISSION

GENERAL APPOINTMENTS

November 28, 1985

From smoke-stack to sun-tise, or according to Alvin Toffler, from Second Wave to Third Wave. The mid-1980s, like the mid-point of every decade, suddenly seems to beckon urgently to the next. Yet this moment of transition, for all its promise of a new horizon, will also be seen as one of the most testing periods in recent times for those who manage Britain's enterprises and resources.

This is especially true, as readers of this page will be only too aware, for those who manage the people, the human resources of our enterprises, whether within the major remaining public sectors, such as the health service, or among the steadily growing body of organizations, such as British Telecom, or British Airways, now being driven across the public-private divide, or in the hundreds of thousands of characteristic CBI member firms in vital small-to-medium range of businesses.

The employers' problem today does not simply lie in the acute shortage of the particular new technology skills required to usher in that Third Wave over the horizon, even though, in the short term, the pointers are still concerning.

The Charles Barker Professional Skills Index, for example, taking the electronics and IT sectors overall, shows a flattening-out of demand, with growth in recruitment activity in the first three quarters of 1985 only 9 per cent up against 1984, as compared with a 27 per cent increase for the first three quarters of 1984 against 1983.

There is more than a suggestion that after three years of non-stop growth, even IT recruitment activity on its own may be starting to level off during the next 12 months.

Another straw in the wind indicating that the supply-demand imbalances are matters that we are at last, all too slowly, beginning to come to terms with, has been the information this year of the Information Technology Skills Agency.

The difficulty for all employers, indeed the underlying danger, stems rather from the looming iceberg of cultural challenge, of which the IT revolution is the visible tip, and which has been referred to in that most glib of all jargon phrases about Britain's current situation and now sadly accepted as the real meaning of "two nations" for us today, the contrast between the worlds of work and no-work - the so-called "dual economy".

There seems to be no "master chart" available to the employer as he, or she, tries to plot a course through the field, taking the best bearings possible on the over-riding need for performance and productivity. Many of the pointers are contradictory.

There is for a start an increasing polarization between confused and electorally tinted perceptions about the work ethic and the supposed attitudes of the workforce on the one hand; and on the other hand the realities of quality and achievement that have to be kept more crystal-clear than ever before, when thinking about people, and recruiting them, as individual executives and managers.

Only recently, one of our most eminent economic gurus has seriously questioned the supposed individualism and capacity for enterprise of the average Briton, asserting that ours is actually a doggedly paternalistic working culture.

Yet all our management thinking centres round the need for people within organizations to be increas-

The next generation of managers must be recruited with greater emphasis on the ability to communicate, says Roderick Braithwaite



ingly recognized and incentivized as individuals.

How to reconcile, for example, the generally cool reception accorded so far to the well intentioned elitism inherent in Dr John Rae's recent idea of national schools, with the increasing realization among employers that a much more ruthless and, in effect, elitist emphasis on individual quality of performance, from the top to the bottom of an organization, is the main guarantor of the competitive health, or even future survival, of that organization as a whole?

Life at the top has never been tougher or more transient, as would be confirmed by most executive recruiters - and certainly only the growing breed of "out-placement" consultants who help senior managers to find new careers.

The searchlight is beamed more critically than at any previous time at management, as the main enabling agent of the community's wealth creation. An international manpower expert has conjectured recently that as many as one in three of the managers he has appraised may well have to be regarded as replaceable in that they are inadequate for their jobs.

Yet most of the workforces that these increasingly exposed managers need to communicate with and manage, themselves live their lives and work within a framework that is still, understandably, largely inimical to that kind of toughness about people, thus rendering the management task even more demanding.

Furthermore, managers have to realize that a general disbelief in the very possibility of success is one of the casualties of today's economic situation.

Perhaps unusually within the constellation of consultancies and communicators, Charles Barker is able to draw from a blend of experience both of the recruitment process at all levels, and also of a case-load of work pioneered during the past 15 years about how employees think, how managers manage their resources, and about the communications need within the team if targets are to be achieved.

From this study five factors seem to be emerging which are critical to the performance of a new manager, whatever level he operates at - the need for a growth pattern as the basic building block, the need to ensure future motivation, the need to enable the manager to interact with

his workforce, and the need for him to do so within a planning framework that enables those good managers to carry through all the enterprising things for which they were ostensibly "hired".

We have called our programme, simply, BUILD.

BUILD draws from the best wisdom currently available, both from our own knowledge, and from the distillations of others. So readers of Robert Heller's *Supermanagers*, students of David Freeman's "superboss" approach, followers of Lee Iacocca, and most recently those who have listened to Arthur F. Miller on "motivated abilities", will find echoes, gratefully acknowledged and we hope welcomed, in the Charles Barker approach.

BUILD charts five key mental approach routes - not a comprehensive map listing every crossroads and choice of turning. It deliberately re-presents the recruitment task in its widest time context, both in terms of ensuring that the employing framework is right to start with, and equally that the means are planned whereby that recruitment investment will carry forward within a realistic appraisal to today's management task, and pay off in the future.

It is intended to make the recruiting responsibility not easier to discharge but more effective and better calculated to work.

It highlights in particular the area of communication between the candidate and his fellow workers throughout the organization. It is intended as an action programme, so it is built unashamedly on verbs, not nouns or adjectives.

Space precludes more than a basic summary. These are the five main aspects on which we shall be concentrating:

- Base the job speculation on planned growth. Unless there is already a commitment by the organization to develop and change, at the same speed demanded of your new recruit, your external resourcing investment in time, money and effort is going to be largely wasted.

- Understand the employer's current images in his various employment market places. A long-established right-thinking employer may have built up a well oiled fantasy world about how his organization is perceived by the outsider or newcomer. Or it may be strongly perceived for its central activity but dismissed as a credible computer user by those who can pick and choose where to take their skills.

- The images are there whether the employer likes it or not. Market research is an essential tool in order to roll back the fantasy. It is vital to start from truth, and build on that, in any recruitment advertising that may be needed, and face-to-face.

- Investigate the candidate's real motivation. That is, his determination to do this particular job over time. This means getting behind those increasingly well honed curriculum vitae forms, and skillfully intruding beneath what one communicator has called the "Stanislavsky approach to succeeding at interviews".

- What matters is the recruiter's commitment to match the candidate's future motivations, not just his previous experience, to the evolving nature of the job, and to employer's organization, as it too evolves.

- Lay down a management communications framework. This will be the means whereby the new manager

will be able to to preach what he is being asked to practise. This may seem to some a new and possibly extravagant task to be introduced at the recruitment stage, and clearly it cannot be completely resolved in advance. But we have to remind ourselves of the paradoxes touched on earlier.

All too frequently the company culture - what Field Marshal Montgomery described as "the atmosphere" - continues to negate the potential innovativeness of the new executives, simply because the way has not been cleared whereby he will be able to communicate effectively to those around, above and below him.

- Decide the mutual performance criteria. That is to say, clarify the disciplines by which the new executive's performance, and the reaction of his future team, will be judged. Deal with these criteria openly at the outset, and above all deliver the ongoing process of mutual evaluation and monitoring, reliably and rigorously over time.

There is nothing inviolate about the ideas highlighted within the BUILD concept. It can be adapted and integrated with employers' existing resourcing policies.

More depends on the long-term effectiveness of today's generation of new executives, as managers and planners but above all as communicators, than ever before. The working layer of our dual economy will forget the impact and presence of its complementary layer, the currently unemployed, at its peril.

Roderick Braithwaite is chief executive of Charles Barker Human Resources, a division of the Charles Barker Group of communication and consultancy services.

Advertising ☎ 01-278 9161/5 Enquiries

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Systems and Computing is a vital corporate function within Rolls-Royce operating principally from Derby and Bristol and five other centres in the U.K.

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Whilst the sheer size of the challenge is considerable and our computing facilities extensive we believe individuals operate more effectively in relatively small teams where their personal abilities can be fully extended and recognised. We also operate training programmes to help ensure our technical staff are up to date for both the benefit of the Company and the individual.

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APPOINTMENT OF DIRECTOR OF THE

CENTRE FOR LEADERSHIP AND DEVELOPMENT TRAINING

Applicants are invited to succeed Miss Huxford in April 1986 as Director of this Centre which specialises in leadership training and personal development with a wide range of industrial and commercial companies from both the public and private sectors.
The successful applicant, who will probably be in his/her 30s should have experience of industrial training and management and be familiar with contemporary training in education and training.
Salary: £15,000 + car.
Further details and forms from: The Principal, Brathay Hall Trust, Ambleside, Cumbria, LA22 8NP. Tel: Ambleside 50042. Closing date for applications 10th December 1985.

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GENERAL APPOINTMENTS

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Assistant Resident Electrical Engineer

£15,000-£20,000 tax-free

Qatar

The Pencil John Taylor and Sons joint venture, as consulting engineers, in Qatar requires an Assistant Resident Electrical Engineer, aged 25-30 to supervise the installation and commissioning of LV, MV electrical equipment required for water and sewage pumping stations, water treatment works. With a degree or HNC in electrical engineering you should have a minimum of three years' experience in the design, installation or maintenance of LV, MV switchgear, transformers, and motors, for water/sewage projects. An initial 12 month contract is offered with leave after six months if on single status. For further details, telephone or send your cv to: Mr KM Marwood, Personnel Manager, Pencil Engineering Consultants, 20 Grosvenor Place, London SW1X 7HP. Tel: (01) 235 4300.

pencil
Engineering Consultants

Industrial Manager

£15,000 Central Buckinghamshire

Specialising in batch production of engineering products, you will be aged 30-45 and familiar with computer aided engineering systems, incentive schemes and controlling capital projects involving CNC machine tools. Phone: Lynne Waterhouse, PER, Luton on (0582) 417562.

Production Engineering Manager

£13,500 + car Bedfordshire

Hayward Tyler is a company with a highly respected name in the pump manufacturing industry. This key position holds responsibility for all aspects of production engineering, tool design and plant maintenance. Ideally aged 30-45 qualified to HNC or equivalent in production/mechanical engineering and fully conversant with modern production methods and plant layout. You will have ten years' experience in production engineering environment where machining of small batch high cost forgings and castings have been predominant, also have the ability to continually review methods of manufacture from a cost effective stand point and achieve similar objectives for new designs by liaising closely with design, procurement and QA personnel. An up-to-date knowledge of machine tool technology and tooling is essential. A comprehensive range of benefits including contributory pension and free life assurance scheme and assistance with relocation where applicable is offered. Please apply in writing with full cv to: RW Basham, Personnel Manager, Hayward Tyler, 24 Crawley Green Road, Luton, Beds.

Product Manager

Bearing Materials Manchester

Specialising in applications for wearing and bearing surfaces, this major manufacturing company produces a wide range of components in high performance engineering materials. A progressive approach to product development has created this opportunity for an experienced, commercially orientated Manager to develop existing and new applications as well as expand the division's capacity and function. Supported by extensive technological resources, you will essentially be an independent role and you will be expected to assume a high level of responsibility and contribute to the company's plans by establishing and implementing effective strategies based on your product and market research. Candidates should be aged 25+, with engineering or materials science graduate status, good practical and commercial experience of the bearing industry and keen to develop in a challenging role, in return for excellent rewards. Send full cv to: Linda Connor, PER, Lowry House, 21 Marble Street, Manchester M2 3AW.

Packaging Engineer

Negotiable salary East Midlands

An expanding progressive food processing and packaging company require a Mechanical Engineer. Reporting to the Site Manager you will build a system for engineering control by programming machinery, analysing problems, suggesting modifications, drawing up and organising schemes and giving technical advice. Aged 25-45 and qualified to degree level in a mechanical engineering discipline you will also have a proven background in manufacturing industry and good communication skills. Send full cv to: Harold Aker, PER, Northampton House, 177 Charles Street, Leicester LE1 1LA.

International Internal Auditor

Negotiable salary Central London

Qualified Accountant/University graduate with two years' relevant experience required by petro-chem service company. Aged 25-32 you will be available to travel and speak a second language. Send full cv to: Barry Johnson, PER, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

Technical Sales

£29,000 + bonus + car Sutton, Surrey

A family owned company manufacturing flexible hoses is seeking to recruit a Technical Sales Representative. Responsibility will be for generating new business and increasing potential sales with existing customers. Candidates with a mechanical engineering background may have experience gained in the gas, motor or refrigeration industries. Product training provided. £29,000 is offered, plus new business bonus and car. Send full cv to: Mike Toth, PER, 75 High Street, Chislehurst, Kent BR7 5AG.

Engineering Contracts Managers

£15,000 + bonus Northern England

These are senior positions with a fast growing petrochemical contracting company, part of a £500-million group. Reporting to the Project Manager, you will have overall responsibility for all contracts, involving the supervision of up to 200 staff carrying out routine maintenance and emergency repairs. You will also negotiate new contracts - handling project estimating, planning and administration. At least a 2nd level, you must be an experienced and capable engineer with a petrochemical and/or chemical industry background - involving plant maintenance. Experience in contracting and customer liaison would be useful. As the company is keen to introduce new and progressive working methods, applicants with some training in modern management techniques, and with the ability to teach others would have an advantage. Salary is negotiable at £15,000 and benefits include bonus, BUPA, relocation assistance, etc. Contact: Steven Cooper, PER, Lowry House, 21 Marble Street, Manchester M2 3AW. Tel: (061) 832 3366.

Accounts Representative

£15,000 + bonus + car Wandsworth, London

Company specialising in the supply and distribution of high quality playing cards and games seeks Key Accounts Representative due to expansion of product range and the opportunity to break into the wholesale market. Responsible for selected current key accounts and identifying potential clients nationwide. Applicants, 35+, must demonstrate a successful sales career, good full cv, standard salary requirements, for: Charlotte Radley, PER, 319/327 Chiswick High Road, London W4 4HH.

Chief Buyer

£13,000 + generous benefits Cornwall

The company being part of a large PLC and a market leader, operates from two sites in designing and manufacturing capital equipment for use in the food, chemical and pharmaceutical industries. Due to impending retirement, a suitably qualified buyer aged 30-40 years with "hands on" engineering experience is required to consolidate the procurement function onto the Cornish site. You will initially work in the Macclesfield area before relocating to Cornwall in late 1986. Generous relocation and expenses will be payable. Send full cv to: Mavis Wound, PER, Cobourg House, Mayflower Street, Plymouth PL1 1SC.

Consumer Relations Manager

North London

Thorn EMI Ferguson is the consumer electronics company that's more switched on than any other and that applies to their attitude to consumer relations as well. Reporting to the General Manager, you will head up a small dedicated consumer relations team dealing with enquiries and problems received from both dealers and customers. Your responsibility will be to deal with correspondence and telephone enquiries ascertaining the cause of complaint and implementing a speedy and effective solution making full use of the technical expertise available on site. With a career to date in consumer relations, you will have a firm but tactful manner when dealing with customers and a calm, systematic approach to your work. A background in the electronics industry would be an advantage but personal qualities are considered of more importance. It is unlikely that candidates aged less than forty will have sufficient experience for this position. The benefits package offered is that which one would expect from a market leader in the consumer electronics field. Send full cv to: Lisa Grant, PER, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

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Technical Sales Executive

Operating in a competitive market, this Northern based company, with units in Europe, USA and Japan, produces technologically advanced capital equipment for a diverse industrial client base. Planned future expansion requires an additional UK sales professional with an engineering/technical background, preferably gained in a capital equipment role, and the self-motivation to operate from a centrally located home base, generating new business and maintaining existing client contacts throughout the region. Candidates, aged 25-45, should be educated to at least 'A' level. Contact: Michael Ahern, PER, Lowry House, 21 Marble Street, Manchester M2 3AW. Tel: (061) 832 3366.

Technical Representative

Roofing Industry East Midlands based

Required by well regarded and expanding national roofing contractor to service both industry and the public sector. Applicants must have knowledge of the roofing industry and be of a mature disposition. Apply with full cv to: Sales Director, MacWilliam Surface Coatings Ltd, Cherry Hinton Road, Cambridge CB1 4BP.

Contracts Engineer

Negotiable salary Rural Oxon

Long established company require Contracts Engineer. Experienced structural steelwork designer, detail draughtsperson, skills in contract management, site survey advantageous. Key senior level position. Minimum age around 35. Applications to: Company Secretary, WIG Engineering Ltd, Kirtlington, Oxon OX5 3JE.

ARABIC TRANSLATOR

A translator, graduate/interpreter level. Arabic to English, is required for a congenial but demanding post in a Gulf State. Remuneration and working conditions are excellent. Accompanied status, initial contract, 2 years post to be filled, preferably by March 1986. Applicants should have English as their native language and be medically fit. Knowledge of other Middle Eastern languages will be an asset. Tests and interviews in London, 11th December, 1985. Apply with full cv to: Middle East Consultants Ltd, 31 Old Burlington Street, London, W1X 1LB. Tel: 01-437 8165.

INTERNATIONAL TRACING REGISTRY

The Red Cross needs a Registry Assistant (age 35-52) to classify tracing and welfare enquiries about relatives separated by war or disaster. Library type experience and some knowledge of French, German or Polish useful. Clear handwriting an orderly mind and a methodical approach essential. Good conditions of service in pleasant offices near Hyde Park Corner. Staff Restaurant: S.T.L. starting salary £7,000 to £7,500. Please write with full CV and daytime tel. no. to: Personnel Officer, British Red Cross Society, National Headquarters, 9 Grosvenor Crescent, London SW1W 7EJ (no agencies).

Senior Product Engineer

Negotiable to £14,500 Wiltshire

My clients are market leaders in the design, development and manufacture of high quality products, equipment and systems, providing a complete fluid power service to industry. In order to maintain their competitive edge in new product design and development they seek to appoint a high calibre 'ideas' individual to take a leading role in handling a variety of design and development projects akin principally to the hydraulics field, but also looking at wider relevant product areas. Candidates should be aged 30+ with an honours degree and have experience in fluid power component design. Knowledge of electronic and electro-mechanical systems would be an advantage. Excellent benefits package and possible relocation. Send full cv to: Peter McElvahan, PER, Grosvenor House, Station Road, Gloucester GL1 1TA.

CAD/CAM Sales & Support

Wokingham

Generating substantial productivity benefits to the mechanical engineering industry CAM-X, the unique fully integrated CAD/CAM system from Ferranti Infographics, has achieved a significant market lead. To ensure we maintain and further develop our position we now wish to appoint the following Engineers. Applicants for both appointments should possess an extensive mechanical or electrical engineering background and ideally have experience in CAD/CAM.

Sales Engineers
A minimum of two years' sales experience in selling high technology products to the mechanical engineering, computing or electronics industries is essential. With both engineering and sales experience, a driving licence and a fair for absorbing and communicating technical information in the sales situation, will allow considerable opportunity for advancement.

Sales Support Engineers
You will provide a vital link between the customer and the company - providing pre-order support such as demonstrations, benchmarks and project engineering. It is a demanding role offering exceptional variety and considerable business stimulus. Familiarity with CAE would be an advantage although full product training will be provided.

These appointments carry excellent real salaries and benefits together with generous relocation assistance where appropriate. Interviews will be held locally although in the first instance: Please contact: Ernest Barnard, Operations Director, Ferranti Infographics, Bell Square, Brackfield Industrial Estate, Livingston, West Lothian EH54 9BY. Tel: (0506) 411593.

FERRANTI
Infographics

Sales Executive

Negotiable five figure salary Chester

Supplying the chemical, electrical and welding industries both in the UK and overseas, this progressive company has developed a unique manufacturing process for the production of powered metal strip using sophisticated alloys. Current exports account for some 60% of business, and the company now wishes to appoint a highly motivated Sales Executive with the ability to develop the excellent potential of the UK customer base. Having established competitive strength with the existing product range, the company is also involved in new product development and the future promises further success for both the company and your career. Experience in technical sales is essential and ideally your background will be in the metallurgical or welding industry. A generous benefits package, car and excellent salary are available to the right candidate. Send full cv to: Janet Roberts, PER, Halkyn House, Rhosidale, Wrexham, Chwyll 11 1NE.

Instrument/Process Control Engineer

BSC Teesside Works are major employers in Cleveland. Situated in the BOS and Concast plants, you will maintain and improve the functional efficiency of electronic instrumentation in this heavy industrial environment. Supervising a team of technicians who work around the clock you must expect to work flexible hours, with some on call duties outside your normal day working pattern. Candidates must have supervisory experience of process control instrumentation in a heavy industry. Salary £9,737 - £12,001 plus bonus; and relocation package. Telephone: Mr MF Toxeland for job description and application form on (0642) 474111 Monday - Friday, Quote PER.

A Career in Sales

Gulf Oil (GB) Ltd, a successful UK marketing company, is seeking to recruit the following personnel in Southern England to join its marketing sales force.

Sales Engineer

To market our range of lubricants and fuels in the Essex area, in both the industrial and automotive markets. This key position will mainly involve promoting new sales of products in addition to maintaining and developing our existing business.

Hygiene Sales Representative

To market our range of hygiene products such as detergents, liquid soaps and disinfectants to all sectors of the market. This position, based in the London area, will be involved with developing new business whilst maintaining our existing customer base and applicants should have previous experience of selling within this product market.

In both positions, we are looking for energetic people preferably between 25-40 with a proven sales record in the markets specified. Self motivation and initiative are essential qualities. In return we offer an attractive salary together with a company car and a range of other benefits. Contact: Alfred Bennett, PER, Grosvenor House, Station Road, Gloucester GL1 1TA. Tel: (0452) 35525, for an application form.

Please apply in writing to: Adam Davis, Lancdowns Appointments Register, Park House, 207-211, The Vale, London, W3 7QB or telephone 01-743 6321

A powerful influence in the art world

Keeper of the Modern Collection

£22,325 - £25,265

The Tate Gallery enjoys an international reputation as a progressive and prestigious champion of contemporary art. Housing national collections of British painting, twentieth century foreign painting and modern sculpture, the gallery also offers a range of complementary services including departments of Exhibition, Conservation and Education, together with library and archive facilities.

A Keeper is required for the Modern Collection which features paintings and sculptures of the last 100 years, and post-war prints from home and abroad.

Taking responsibility for the care, management, display and development of the collection, the successful candidate will supervise the work of each curator within the department; the person appointed will also be expected to make a significant contribution to the professional and academic standing of the Tate Gallery with research and study aimed at subsequent publication.

Appointment as Keeper brings automatic membership of the senior management team, and crucial involvement in the formulation of policy for the Tate Gallery as a whole. Candidates must have

a degree, preferably with first or second class honours (or equivalent or higher qualification) and normally including specialist study of twentieth century art history. Whilst it is likely that they will be specialists in a particular field, a broad knowledge of the history, theory and practice of the visual arts is essential, as is a working knowledge of at least one modern foreign European language. They must have managerial and planning ability proven at a senior level in a public museum or similar organisation.

Salary within the quoted range according to qualifications and experience.

Although the staff of the Tate Gallery are not strictly civil servants, since they are appointed by the Trustees and not by the Crown, their terms of employment are, in every other respect, identical with those of civil servants.

For further details and an application form (to be returned by 2 January 1986) write to Civil Service Commission, Alexion Unit, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours).

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The benefits package is based on a realistic business plan derived from a basic salary and excellent profit share with no upper limit. We have always utilised sophisticated computer and office automation techniques and are currently installing a new IBM System 36 to replace and upgrade our existing bespoke software. Our environment therefore provides the opportunity for people to realise their full potential in this demanding role. Please write with appropriate details to: Mr. M.A. Waite, Intercity Consultants Ltd., International House, World Trade Centre, London E1 9UN.



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London E1 9UN. Tel: 01-488 9701

Administration Services Supervisor

c.£9,000

Imperial Brewing & Leisure Limited are responsible for the Brewing and Leisure Retailing activities of such well-known names as Courage, John Smith's, Happy Eater and Anchor Hotels. We now need to recruit an Administration Services Supervisor to work in our Head Office at Southwark Bridge.

Supervising a small team, you will be providing a wide range of support services to the Head Office and Courage Limited and will assist the Administration Manager in co-ordinating an efficient and cost effective administration service.

You will have had previous supervisory experience to manage this role successfully and will probably hold 'O' levels in English and Maths and be able to type at 40 wpm. More important, however, is a mature outlook to cope with a very busy day; a sense of humour would be an advantage. You will naturally be self-motivated, an able communicator at all levels and a competent organiser. An interest in computers would be ideal.

If this challenging opportunity sounds like you, apply in writing immediately giving full career details to: Mrs C. A. Signs, Personnel Manager, Imperial Brewing & Leisure Limited, Anchor Terrace, Southwark Bridge, London SE1 9HS.

IMPERIAL BREWING & LEISURE LIMITED

MANAGING DIRECTOR DESIGNATE ENGINEERING

A small but successful engineering company (39 employees, 1 million turnover), situated N.W. Kent require a qualified engineer to succeed present MD who retires in 12 months time. The Company has a high reputation in the manufacture of engineering components and special purpose machinery, mainly for the paper conversion industry.

A change of ownership is impending and some experience of South African industry would be an advantage.

A degree in electrical or mechanical engineering is essential and the successful applicant will have had experience in shop management and training in business administration.

Salary: £18,000 pa + substantial profit share, car, pension scheme and assistance with re-location. Age: 30/40 years.

This position will be especially attractive to a senior management trainee, who will enjoy the comparative freedom and challenge to lead and develop a small company. Application with detailed CV will be treated in strict confidence and should be addressed to Box 2258 W The Times.

EXCITING OPPORTUNITIES IN PHARMACEUTICALS WEST LONDON

A major pharmaceutical company is looking for chartered engineers - salary packages up to £20K.

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You should have several years experience in the provision of electrical services for laboratory, production or building projects, ideally gained in the pharmaceutical, food or cosmetics industries.

INSTRUMENTATION AND CONTROL ENGINEERS

You should have chartered status, or educational qualifications and experience leading directly to it. Essential requirements are a broad based background in measurement and control plus an inventive approach to problem solving in process control, building management or machine control applications.

PROJECT ENGINEERS/MANAGERS

Engineers with a degree in mechanical, civil, electrical, or chemical engineering are sought to work on laboratory, production, and building projects. Candidates must be capable of directing and monitoring the efforts of consultants and construction contractors and, with the exception of electrical engineers, will have a minimum of five years' project experience.

Please apply in writing to:

Adam Davis
Lancdowns Appointments Register,
Park House,
207-211, The Vale
London, W3 7QB or telephone 01-743 6321

هكذا من الفصل

GENERAL APPOINTMENTS

Trade 01-278 9161/5

BRISTOL STREET MOTORS MANAGER Vehicle Hire

Due to increasing expansion, we need a highly motivated Manager to head our vehicle hire operation. We hire cars, vans and trucks from four Birmingham based dealerships and have a reputation for being the most progressive company in the retail motor industry.

The ability to deal with customers and motivate staff is essential, coupled with the responsibility in running a division which is already looking into the 90's. We offer a high earning potential, a car and the fringe benefits only a large company can provide.

SALES EXECUTIVES £25,000 p.a.

Our vehicles sales division has increased its sales by a staggering 20% this year. A similar expansion programme is set, now, for 1986. We need 20 bright, ambitious, self motivated and determined people to complete our Retail/Fleet/Commercial sales teams. Previous selling experience is important but not necessarily from the motor trade.

The exciting remuneration package includes a car, expense allowance and the chance for the very talented to earn well in excess of £25,000 in the first year. If you can compete with the best in the most exciting motor dealership in the U.K. we would like to hear from you.

Apply in writing to:-

Mr. P. A. Hill
Managing Director
Bristol Street Motors Limited
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Birmingham B5 7AZ.

MUSEUM OFFICER

The Department of Documents holds important collections of German documents covering the period 1933 to 1945; records of the International and American War Crimes Trials, including those in the Far East; and the private papers of many British subjects associated with war in the 20th century.

You will be primarily engaged in locating, acquiring, cataloguing and indexing collections of British and Commonwealth private papers and you will also be expected to be able to advise researchers on the use of all the Department's holdings.

You must have a degree, preferably with 1st or 2nd class honours in modern history or other appropriate discipline, together with a sound knowledge of 20th century history and an organised approach to the handling of written information. Some archival or research experience is essential and a knowledge of modern foreign languages would be an advantage.

Salary: as Museum Officer Grade F £7665-£10,280. Starting salary according to qualifications and experience.

For further details and an application form (to be returned by 20 December 1985) write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Please quote ref: G(49)382.

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Imperial War Museum

A MAJOR OPPORTUNITY TO DEVELOP YOUR SALES CAREER

— REGIONAL MANAGERS — NATIONAL ACCOUNT MANAGERS —
— SALES EXECUTIVES —

Godfrey Davis Europe is a well known and highly respected autonomous division of one of the most successful vehicle rental companies worldwide, providing an enviable range of services in the UK and internationally to the corporate sector and travel industry.

Europe has entered a new era where business growth and development is a natural product of the innovative environment created by the young, professional and dynamic sales and marketing team.

To complement the team and increase the momentum of development a number of experienced and successful sales people are required.

Candidates for all positions should have sound sales experience, gained within a well disciplined, professional sales orientated company, a positive flexible attitude and the ability to negotiate at all levels.

SALES EXECUTIVES 25 to 35, will be active, have a determined and ambitious approach. The ability to develop existing accounts and convert new business opportunities is considered essential. Various territories throughout the UK, including Scotland. Salary: £11,000 inclusive of incentive bonus + car. Reference No: G290

REGIONAL SALES MANAGERS 25 to 40, with an impressive personal record of sales and considerable experience of successfully managing and developing a sales team in a highly demanding and competitive environment. To be based in the North and South. Relocation expenses will be paid. Salary: £18,000 + 2 line company car. Reference No: G294

NATIONAL ACCOUNT MANAGERS 25 to 40, two senior positions have been created for experienced high calibre professionals to develop key account sales within the corporate sector and the travel trade and leisure industry. Candidates will have a record of successfully negotiating and presenting at board level, good communication skills are necessary to ensure success in these important and demanding roles. Both positions will require travel throughout the UK and abroad. Salary: £18,000 + 2 line company car. Reference No: G292

If you are generally interested in developing an already successful career and believe you have the kind of enterprising, ambitious and determined approach required to prosper in a growth orientated company — send a CV, to our recruitment consultants detailing salary and reference number, or alternatively telephone for an application form to: GUEST RECRUITMENT CONSULTANCY, Watford House, 4 Member Court, Woking, Surrey, GU24 0LP. Telephone 0333 76591

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Radio York

BBC LOCAL RADIO

We are an equal opportunities employer

BBC Radio York is looking for an experienced journalist to run its busy Scarborough newsmen which is also staffed by a reporter and a part-time secretary. You will contribute to the whole range of output, including news bulletins, current affairs and general sequence programmes — there will also be a considerable number of PR duties to undertake. From time to time there will be opportunities to work in the main newsmen in York.

You should have proven journalistic experience at sub-editor or reporter level; a good microphone voice and experience in broadcasting techniques; the ability to work under pressure as part of a small integrated team; knowledge of the Station's editorial area and audience and a current driving licence. You must be prepared to live near Scarborough.

Salary £10,950 — £14,450 plus allowance of £971 p.a. Relocation expenses considered. Contact us immediately for application form (quote ref. B45/T and enclose s.a.e.) BBC Appointments, London W1A 1AA. Tel. 01-222 5799.

Completed application forms must be returned by Monday, 9th December.

PER

Britain's Largest Executive Recruitment Consultancy

Divisional Marketing Director - Engineering

£20,000 + car East Midlands
The Foundry Division of this young, fast-growing and highly diversified industrial group comprises four manufacturing companies with a combined turnover of £16m. Recent investment has led to modernisation, efficiency improvement and extended the capability for moving into new products and materials. This is a new position with specific responsibility for defining and carrying out marketing strategy to meet agreed objectives. It will involve maximising sales through the effective promotion of the existing product range together with identifying areas for growth and the profitable development of new products. We are looking for a proven track record at a senior marketing level gained within the Foundry or related engineering field. Strong communication skills together with the ability to effectively combine commercial and technical ability are expected. Familiarity with European trends would be an advantage. Probable age: 30-40. Salary and benefits package is attractive and includes relocation assistance and career prospects within an expanding group.
Contact: Wayne Travis, PER, Management Selection Division, 14-16 Chapel Street, Luton LU1 1TSJ or tel: (0582) 417562 for an application form.

Service/Applications Engineer

£13,000 + 1.8 litre car Ruislip based
Outstanding opportunity for a highly motivated Engineer to join a fast growing successful team marketing the Hottinger Baldwin Messtechnik range of strain gauges, transducers and associated instrumentation. You will service and give technical advice on IBM products throughout the UK, and should be HNC qualified with experience in electronic instrumentation applications and, ideally, transducers.
Send full cv to: Mr D Dixon, Product Group Manager, Schock Ltd, 10 House, The Runway, Ruislip, Middlesex HA4 6TH.

Warehouse/Distribution Manager

Excellent five figure salary + car London
Part of a thriving and expanding world-wide group, my clients are engaged in the manufacture and distribution of motor parts. They now require a senior person to head their new distribution system centre, set to provide a more efficient operation. You will take charge of the entire centre with a staff of 25, including drivers, warehouse and sales office personnel. Responsibility will involve the control of order receiving and picking, loading and unloading of vehicles and ordering stock items using a computerised system. Customer contact will mainly be by telephone, though you must be prepared to travel if necessary and attend company meetings on the Continent. Aged 25-45 it is essential that you have previous distribution experience with some experience of computerised systems. In addition to an attractive salary and car, other benefits include BUPA, pension scheme, life and health cover and relocation expenses if appropriate.
Send full cv to: Ms Jane Smith, PER, Lowry House, 21 Marble Street, Manchester M2 3AW.

Sales Opportunities

BOC Special Gases, part of a large international group, supply gases and related equipment to a wide range of industries, with three sites in the UK and one in Germany. Growth has been impressive, and due to promotion we can now offer three key vacancies for young ambitious graduates.

Export Sales Executive
High profile position based SW19 to cover overseas territories, including France. Overseas travel to liaise with clients, agents and distributors. 25-30, degree qualified with previous technical sales experience. Ability to speak French essential. Salary £12,500 + car.

Sales Representative
Based Leeds, as part of the UK sales team, selling entire product range to key and new accounts in the North of England. 25-30, degree qualified, with sales experience an important advantage. Salary £11,000 + car.

Export Officer
Based SW19, part of a small busy team, dealing with entire product range to key and new accounts in the North of England. 25-28, fluency in a European language an advantage. Salary £8,500.

Large company benefits, relocation where appropriate, excellent prospects for rapid advancement. Each opportunity supported by full training package. Full cv, stating where you saw vacancy, to: Mr J M Brown, Personnel Manager, BOC Special Gases Ltd, 24 Deer Park Road, London SW19 3JF. Closing date 16th December.

Technical Sales Representative

Excellent negotiable package
Surfactants form a large proportion of the specialist range marketed by the Chemicals Division of Cyanamid of Great Britain Ltd, a leading UK manufacturer. The Division now wishes to appoint a UK Representative experienced in surfactant sales and capable of using effective selling skills combined with technical expertise to promote the product range. Alternatively, a science graduate with surfactant knowledge who can demonstrate strong potential to develop in a sales role would be considered.
Phone: Selwyn Jones/Martin Kearney, PER Leeds on (0532) 445131.

CYANAMID

General Manager

£18,000 + bonus + car North West
Our client is a successful and expanding engineering group. A vacancy has arisen for a General Manager to take responsibility for the day to day operation of one of its companies in the North West of England. The company designs and manufactures equipment for the footwear industry which is sold directly into mainly export markets. Selling to these markets, with the associated overseas travel, will be a significant part of the overall responsibilities. The successful candidate is likely to be aged 35 to 45, with an engineering qualification and a career to date which has included a line management post in a manufacturing environment, experience of selling in overseas markets and responsibility for business administration. A competitive remuneration and conditions package is offered which will include relocation assistance where appropriate. Prospects for further career progression within the group are excellent.
Send full cv, and current salary details, to: Janet Dunn, PER, Lowry House, 21 Marble Street, Manchester M2 3AW.

Sales & Marketing Manager

Negotiable salary Rochdale
J & J M Ltd, a subsidiary of J Bibby & Sons PLC, is one of the largest and most successful aluminium foil laminators in the UK. We are now planning the development of the business from its well established base. We are seeking a Sales and Marketing Manager who in addition to having responsibility for the sales team will also be responsible to the General Manager for key accounts and for developing and implementing a marketing strategy to ensure the continued expansion of the company. Applications for this executive position are invited from people aged 30/45 with proven experience in industrial sales and marketing preferably in the packaging field. An attractive benefits and remuneration package will be offered, together with relocation expenses.
Candidates for: South West, Divisional Personnel Manager, J Bibby & Sons PLC, Crossfield, Norwich Street, Rochdale, Lancashire OL11 1LP.

Internal Sales Engineer

£12,000 Middlesex
With current turnover around £10 million, and growing, my client is a highly successful distributor to Eastern Europe of electronic capital equipment in the test, measurement and production systems fields. Your responsibilities will centre on the compilation of quotations, providing technical and commercial support to the systems sales force. A sound technical grasp of electronic and production systems allied to an understanding of the factors which influence capital equipment sales will be necessary, and experience of computer spreadsheets a distinct advantage.
Send full cv to: Magnus Henderson, PER, 12A Commercial Way, Woking, Surrey GU21 1HG.

Sales Executive

Attractive salary + car Tunbridge Wells
Roquette (UK) Limited is the British subsidiary of the International Group Roquette Freres, who are one of Europe's largest manufacturers of industrial starches and derivatives. We are seeking to appoint a further Sales Executive into our commercial team to sell our already well accepted range of products to the UK food industry. Candidates selling raw materials to industrial outlets will be interested, especially those already selling to the food industry. The product age range is 27-45, but this need not deter the right candidate. The work involves complete commitment and the successful candidate will assume responsibility for a complete product range. The successful candidate will probably be qualified to degree or equivalent standards, to enable technical information to be imparted to all levels of customer management. An attractive negotiable salary, 1.6 hr company car and other fringe benefits, including contributory pension, medical insurance and relocation expenses where applicable are offered.
Send full cv to: Nadine Wiltshire, PER, London Road, 5 London Road, Maidstone ME16 8HR.

ROQUETTE (UK) Limited

Technical Sales Manager

Negotiable salary + car Norwich
Heatrex Sada, part of Valor plc, is the country's leading electric water heating specialist. An important aspect of the business is the manufacture of heating equipment for specialist industrial and commercial applications for which we are seeking a Technical Sales Manager. Applicants will require, above all, sales engineering management experience but will also be able to demonstrate the ability to plan and control effectively to satisfy customer requirements to achieve sales budgets. Reporting to the Managing Director, you will be expected to provide the drive and leadership to develop the established customer base and to identify and develop new opportunities and applications. The remuneration package will be attractive and will include car, pension and free life assurance and medical cover. Relocation assistance will be provided. If you feel you meet the above criteria: Please apply in writing with full cv or telephone for an application form. Andrew Brown, Heatrex Industrial, Hurricane Way, Norwich NR6 6EA. Tel: (0603) 44144.

Sales Executive

Attractive package + car Midlands based
Burralls of Wisbech is an expanding private printing company, with sales around £4 million, and £21 million investment plan, including an eight colour labelling press, which needs completion to support growth of high quality self-adhesive labelling sales. The successful candidate will be a sales professional looking to join a progressive specialist company. Experience of print, packaging or labelling would be an advantage. Excellent reward package, choice of company car.
Please send full cv or telephone: Liz Jordan for an application form. Burralls of Wisbech, Oldfield Lane, Wisbech PE13 2SZ. Tel: (0945) 64771.

JOB HUNTERS

For a free job hunting information pack and weekly details on the recruitment market place including over 1500 new jobs — phone (0742) 758177 (answer machine on 24 hours) or write to PER, (EP) Filandiam House, 2-4 Filandiam Gate, Northfield S1 4HT.

For all problems in this category applications are invited from both sexes and veterans.

Managing Director

Negotiable salary + benefits Manchester
The formula for success is — your organisational skills and business acumen plus this new company's exciting and innovative range of analytical services, already creating tremendous interest among major industrial concerns. It offers an excellent negotiable salary plus car and benefits including share purchase option if you can provide the vital ingredient.
Send full cv, including details of required remuneration package, to: James Lowe, PER, 177 Charles Street, Leicester LE1 1LA.

Customer Services Manager

£14,000 + car + profit share London
Pinney Bowes, world leaders in the field of post room automation, are seeking a Customer Services Manager, with strong communication and interpersonal skills, for their branch office in South London. Responsible for ensuring that the highest standards are met it is important that you have sound experience of a customer service operation, a familiarity with computerised office systems and the ability to act effectively under pressure.
Please write with full cv to: Theresa Pini, Personnel Department, Pinney Bowes plc, The Pinales, Harlow, Essex, or contact her on (0279) 26731.

Engineering Opportunities

Warwick
We are a small, well-established, precision engineering company manufacturing light to medium components for the aero-space industry.

Production Engineering Manager

Our strategy for the future, which envisages continued expansion and a high level of investment in AMT, requires the strengthening of our management team by the appointment of an experienced and innovative Production Engineering Manager. The successful candidate will be responsible for all current activities within the production engineering department (nine people at present) and must also have the ability, drive and enthusiasm to initiate and implement a continuing programme of productivity and quality improvement using the latest batch production techniques and technology. The ability to manage and motivate qualified staff is essential. Ideally, applicants will be aged 30-45, with HNC or similar, have a sound practical engineering production background biased towards precision batch machining and will be well-versed in all aspects of production engineering. Proof of a successful record at supervisory or management level will be required. This is a key appointment in the company's plans for future development.

Manufacturing Engineer

Required to play a leading part in investigating and solving production machining problems on light, precision, batch work. A thorough knowledge and extensive experience of precision machining (including CNC) workholding and cutting tool techniques applied to aero-engine or similar high quality work are essential. Working as the link between production engineering and machine shop, the successful applicant must be able to establish good working relationships in both directions while maintaining independence of judgement. This is a new position and the right candidate will have an excellent opportunity to create a challenging and rewarding role in the company.

Salaries for both positions will be negotiable to a level to attract the right applicants. Company pension scheme and relocation assistance available for both positions. Apply in confidence, with full details, to: The Managing Director, Kipps Aero Components Ltd, Montague Road, Warwick CV34 5JS.

Senior Accountant

Sultanate of Oman
As a leading company in the recruitment of expatriate personnel for this forward looking Middle East country, we are currently seeking a suitable person to fill this newly created senior vacant position. Duties will include all local accounting functions, including payroll, monthly financial returns, budget preparation and control and cost analysis using IBM PCs, including some administration directly related to these accounting functions. A practical commercial accounting background using the modern computer oriented systems is preferred with experience of living and working overseas. A recognised accounting qualification would be advantageous. Attractive remuneration including free meals and accommodation, medical care and free air tickets to and from the UK for frequent leave periods.
Write with full cv to: The Company Personnel Manager, Airwork Ltd, Bournemouth-Hurn Airport, Christchurch, Dorset BH23 6EB, or tel: (0202) 572271 Ext 214.

Airwork Limited

Transducer R&D Engineer

£10,000-£11,000 Gloucestershire
My client is a leading manufacturer and supplier of electronic instrumentation for the oil industry. This position involves development and testing of miniature high accuracy electronic sensors for use in hostile environments plus limited involvement in the design of electronic control and interface circuitry. We seek candidates ideally educated to degree level in a physics or electronics discipline with about two years' experience, and a good working knowledge of basic physics and analogue electronics. The benefits in this career opportunity include BUPA, pension, life assurance and relocation assistance to this Cotswold location.
Send full cv to: Paul Smith, PER, Grosvenor House, Station Road, Gloucester GL1 1TA.

Sales Representative

Spray Painting Equipment
West Midlands & adjacent counties

Kemlin Spray Painting Equipment are expanding their Midlands sales team responsible to the Area Manager for existing clients, you'll fully develop new business potential, demonstrate and help customers select the most suitable equipment. Ideally 24-45, with either a proven sales record in spray or capital equipment or practical experience and sales ambitions. A negotiable five figure salary, company car and further generous benefits are offered.
Send full cv to: David Coll, PER, 150 Corporation Street, Birmingham B4 6TB.

Sales Consultants

Manchester and Hemel Hempstead
OTE (Inc. Basic Salary) £40,000+PPP+Porsche or BMW within two years

Computer Search and Selection Limited have one of the most impressive growth records in the industry, with a projected group turnover of over £10m in our fifth year, with offices in three countries. We are firmly established as one of the market leaders in probably the fastest moving area today — Contract Computer Services.

You will have a successful sales career to date, being self-motivated, articulate and have a talent for dealing with people at all levels. Ideally having a formal sales training, preferably in a Speciality Sales/Blue Chip environment. You should be under 33, with a hardworking professional approach to sales.

Interested? Then phone Tony Cotton, Managing Director, now on 0442 40761. Alternatively write to him sending your full curriculum vitae: Computer Search and Selection Limited, Hamilton House, Marlowes, Hemel Hempstead, Herts HP1 1BB.

Computer Search & Selection

FOREST

Freedom Organisation for the Right to Enjoy Smoking Tobacco

the Freedom to Choose Campaign
is seeking an
**ASSISTANT DIRECTOR and
REGIONAL REPRESENTATIVES**

The Director of the Freedom Organisation for the Right to Enjoy Smoking Tobacco is taking on extra staff to deal with the rising level of campaign activity. New staff will work to assist the Director in putting the case for freedom of choice to the Government, to Parliament, to the mass media and to the general public. Candidates for Assistant Director will be recent graduates with a proven commitment to the defence of the freedom of the individual.

Candidates are also being sought for Regional Representatives in the following areas: Manchester/Merseyside; West Yorkshire; West Midlands; Wales; West of England. These posts could be part-time.

Salary and other benefits will be negotiable.
Please apply with CV to: Stephen Eyles, Director, FOREST, Bondway House, 3/9 Bondway, London SW8 1SJ. FOREST is an equal opportunity employer and candidates need not be smokers.

GENERAL APPOINTMENTS Trade 01-278 9161/5

MANAGEMENT RESOURCING AND DEVELOPMENT

to £17,500 + bonus + BMW car

In just 5 years since its inception, BMW (GB) Limited has established itself as a leading force in three major markets: quality cars, motorcycles and marine engines - with sales of its superbly-engineered products more than doubling over this period.

Maintaining this level of excellence across all areas of the company's performance presents a complex challenge to our Personnel function, which plays a vital role in developing and implementing the kind of progressive 'people' policies that are fundamental to continuing business success.

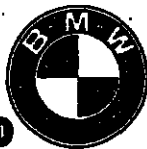
This newly-created post offers the chance to make a substantial personal contribution within BMW's exciting, high-profile environment. Your main responsibilities will be to recruit the high-calibre management talent needed to drive the business into the '90s, and to promote the continuing development of in-house training. You will be given considerable scope to

achieve these objectives, and can look forward to excellent prospects of career development with us.

A graduate aged 28-35 with a blue-chip company background, you will already be able to demonstrate an impressive record of achievement in your career to date. Specific experience in the above areas, whilst an advantage, is less important than the ability to initiate and 'sell' your ideas, and to ensure that they are applied effectively.

An excellent range of benefits includes private health care and, if appropriate, generous assistance with relocation to our prestige Berkshire headquarters.

Please telephone Bracknell (0344) 480270 for an application form or send your full personal and career details, quoting ref: RTM/LL/ST, to Elisabeth Long, Personnel Manager, BMW (GB) Limited, Ellesfield Avenue, Bracknell, Berkshire RG12 4TA.



BMW (GB) LIMITED

The Stock Exchange



Director of Finance and Administration

The Council of The Stock Exchange wishes to appoint a successor to the present Director of Finance and Audit who retires in 1986.

The Director is a member of the Executive Board, reports to the Chief Executive and has functional responsibility to the Property and Finance Committee of the Council. The Stock Exchange has current annual costs and revenues of about £60 million and employs some 1700 people.

This senior and important position demands the ability to manage and implement financial policies, in particular relative to major development projects; to provide and coordinate systems of financial planning, audit, accounting and reporting; to control substantial property portfolios and services; and to direct the work of the Personnel and Management Services Departments. A staff of 300 is engaged in these activities.

The successful candidate is likely to be a Chartered Accountant aged 40 - 50 with broad experience at board level in a professional or commercial field, and with proven ability, personal authority and presence.

A remuneration and benefits package is envisaged which is likely to be of interest to those earning in excess of £40,000.

Please write in strict confidence with full career details to:

Jeffrey Knight, Chief Executive,
The Stock Exchange,
Old Broad Street, London EC2N 1HP.

House of Commons

Controller of Office Services/ Second Deputy Assistant Serjeant at Arms

£14870-£19725

The Serjeant at Arms' Department is responsible for much of the day-to-day running of the House of Commons, particularly security, communications, ceremonial and housekeeping other than catering. The work of the post holder is mainly concerned with office service matters including the supervision of staff, responsibility for the maintenance, servicing

and furnishing of accommodation and will involve occasional attendance in the Chamber of the House.

Candidates aged 35 and over should preferably be graduates and must have a high degree of administrative and managerial ability with particular experience in the management of staff and office services, preferably gained in some branch of the public service. They should have a sound appreciation of the application of modern technology to office services.

Salary: within range quoted above according to qualifications and experience. Promotion prospects.

For further details and an application form (to be returned by 30 December 1985), write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JB or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Please quote ref: C/6722.

An equal opportunity employer.

Can you develop an Information Technology Strategy which is Business based?

A. T. Kearney is a leading international management consulting firm. We provide practical support and advice to top management oriented to gaining a competitive edge. We post justify and follow through our recommendations.

We are looking for exceptional managers or consultants, with a successful record of developing and implementing management systems in complex and challenging environments. They should have had experience in:

- defining and implementing IT strategies and programmes in business terms.
- applying IT in the areas of materials, manufacturing and distribution management.
- using IT as a tool for managing the deployment of resources and improving business and organisational effectiveness.

You will be 28-35 years old, with a good degree, a first class understanding of business and a flair for effective communication. You will have worked with a company which is one of the leaders in its field and will intend to stay in a leadership position. A.T. Kearney offers you that opportunity: excellent career prospects and a salary negotiable circa £25,000, plus normal executive fringe benefits. If you meet our requirements and can contribute to our success, please contact:

Glye Hodson, Director, A.T. Kearney Limited,
134 Piccadilly, London W1V 9FJ. Telephone: 01-499 7181

AT KEARNEY

Control & Instrumentation & Electrical Engineers

Foster Wheeler are one of the largest engineering contractors in the UK. Our areas of expertise include the engineering design, construction and project management of power generation plant and related projects worldwide.

As a result of an increasing demand for our services in the power field, career opportunities have now arisen for Lead Control and Instrumentation and Electrical Engineers to be involved with the preparation of proposal documentation, conceptual and detail design and the specification of equipment and systems. In addition you will utilize your specialist knowledge and expertise to negotiate and interface with clients and ensure the successful completion of projects.

Engineers of Chartered Status and with both the necessary experience and ability are required and may be expected to lead an engineering group within our existing organisation.

Our modern offices, serving projects worldwide are based in Reading and enjoy easy road and rail links. Relocation assistance will be considered where appropriate. You can expect an excellent salary commensurate with your proven ability and potential development. Our benefits package includes free life assurance, pension scheme, sports and social facilities and flexible working hours.

Please write with your full CV to Susan Ashley at Foster Wheeler Energy Limited, Foster Wheeler House, Station Road, Reading, Berks RG1 1LX. Or telephone her on Reading (0734) 585211.

Foster Wheeler Energy Limited
RECOGNISED WORLDWIDE FOR PROFESSIONALISM

Hoggett Bowers

Executive Search and Selection Consultants

Assistant Company Secretary

Major Merchant Bank, City, To £14,000

Expansion of services has demanded an increase in the staffing of the Secretary's Department in this prestigious accepting house. The diverse workload includes secretarial duties for several subsidiary companies, accounting, statutory returns, insurance, and pension scheme changes resulting from current and future legislation. Ideally candidates will be in their early or mid twenties, A.C.I.S. or finalists, with the maturity to handle confidential matters. Experience in a similar role is necessary and an interest in management accountancy would be an advantage. Benefits, including subsidised housing loans, add considerably to base income. Successful performance in the position could eventually lead to a wider career in merchant banking.

Male or female candidates should submit in confidence a comprehensive C.V. or telephone for a personal history form to L.L. Duff, Hoggett Bowers plc, 6th Floor, Sutherland House, 5/6 Argyle Street, LONDON, W1V 1AD, 01-734 6852, Ref: 18101/T.

THE SOUTH BANK CENTRE

SPONSORSHIP OFFICER

The South Bank wish to appoint a Sponsorship Officer who will report to the General Director (Administration) and be responsible for raising sponsorship and charitable donations from business and private sources. The post holder will have direct access to top management and Board members as well as working in close consultation with tenant organisations and hirers of the concert halls. First Class interpersonal skills and a proven track record in raising commercial sponsorship are essential. Salary is on a scale £14,870-£19,725 including London Weighting and there is a non-contributory Pension Scheme. This post is being advertised with the agreement of UMGC. Staff of the GLC and MCCs, with relevant experience are particularly invited to apply. Please send detailed CV to R. H. Grierson, Executive Chairman South Bank Board, 105 Piccadilly, London W1V 9AU by Friday 6th December. Please mark your envelope SO/GS.

The South Bank Board is an Equal Opportunity Employer

LECTURERS

Systems Training and Management Services

The Civil Service College provides management and development training for civil servants at its centres in Sunningdale and London.

At least 8 lecturers are now sought who can make significant contributions in the following areas: Management services: development of new and updating of established courses. Information technology (ie computers, office systems and telecommunications) structured methodologies: systems analysis: analytical and design techniques: database management/transaction processing systems.

Candidates (normally at least 28) should preferably be graduates with a relevant academic or professional qualification and must have at least 2 years' experience in one or more of the areas previously stated. A high standard of teaching is expected. Well-qualified candidates without teaching experience will be considered, but will be

required to attend the College's own courses in teaching techniques, methods and practices if selected for appointment.

These London-based appointments will normally be for 5 years in the first instance with the possibility of extension or conversion to permanent appointments. Secondments of not less than 2 years' duration also possible.

SALARY: as Senior Lecturer £14,870-£19,725 or as Lecturer £12,345-£15,165. Starting salary according to qualifications and experience.

For further details and an application form (to be returned by 11 December 1985) write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours). Please quote ref: G/6700.

The Civil Service is an equal opportunity employer.

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GENERAL APPOINTMENTS Trade 01-278 9161/5

CJA

RECRUITMENT CONSULTANTS
35 New Broad Street, London EC2M 1NH
Tel: 01-588 3588 or 01-588 3576
Telex No. 887374, Fax No. 01-638 9216

Open to entrepreneurial prime movers. Opportunity to become a Partner in 12-24 months.



MANAGEMENT CONSULTANTS - INFORMATION TECHNOLOGY

LONDON

£28,000 - £40,000 + CAR

MAJOR INTERNATIONAL FIRM OF MANAGEMENT CONSULTANTS - T/O £8 MILLION
We invite applications from candidates aged 28-35, who have acquired a minimum of 2 years' practical consultancy experience in computerisation of systems gained either with consultants, a major corporation or main frame manufacturers. Initially, the successful candidate will work as Personal Assistant to a Partner whilst full familiarisation is provided. Responsibilities will cover visiting clients in the financial and retail sectors, the production of surveys, identifying the client requirement, and planning and costing the work plan. Responsibility continues with the control of a management consultancy team to final implementation. The capacity to think commercially, the ability to identify trends relating to new management consultancy areas, as well as to project information clearly both orally and in writing is important. Initial salary negotiable £28,000 - £40,000 + car, contributory pension, free life assurance, assistance with removal expenses if necessary. Applications in strict confidence under reference MCIT4394/TT, to the Managing Director: CJA

Opportunity for advancement in Senior Financial Management - Head Office or with major operating subsidiary in 2-4 years.



CORPORATE FINANCIAL SERVICES MANAGER EUROPEAN REGION

CENTRAL LONDON

c £25,000 + CAR

HEADQUARTERS OF MAJOR RAPIDLY EXPANDING BRITISH DIVERSE, INTERNATIONAL GROUP - TURNOVER EXCEEDS £4 BILLION

We invite applications for this new appointment from Chartered Accountants, aged 28-40, with at least five years' post qualification experience with employers of note in industry/commerce or as a Manager with a leading professional firm. A broadly based financial accounting background is essential with the particular ability to make a full contribution and meaningful interpretation in the fields of international consolidations and taxation. Reporting to the European Financial Controller and heading a substantial team, the successful candidate will be responsible for all aspects of regional financial accounting procedures and control, formal reporting and full quarterly consolidations. The evaluation and implementation of taxation strategy together with the complete financial integration of acquisitions and ad hoc investigations are other priorities as is the overall supervision of an in-house credit management subsidiary. The ability to produce results under pressure in a fast-moving environment and to gain confidence at the highest level is vital. Initial salary negotiable c £25,000, car, contributory pension, life assurance, medical cover and assistance with relocation expenses. Applications in strict confidence under reference CFSM 101/TT to the Managing Director: ALPS



Opportunity to advance to position of Controller within 12-18 months

MANAGER FINANCIAL ANALYSIS - EUROPE

PARIS

£19,000 - £23,000

EUROPEAN HEADQUARTERS OF ONE OF THE WORLD'S LEADING ELECTRONIC COMPONENTS COMPANIES

We invite applications from qualified accountants, aged up to 28, who must have had at least 3 years practical post qualification experience gained either within the accountancy profession or in the financial area of a major company operating internationally. A second European language will be an advantage. The selected candidate, who will report to, and work closely with, the European Controller, will be responsible for supervising the consolidation of subsidiary companies' financial reporting for the US parent company. He or she will assist with the preparation and subsequent control of Headquarters budgets and audit of operational units giving the opportunity for up to 15% travel throughout Europe. An additional responsibility will be to manage the financial reporting for the European Headquarters. Obvious potential for promotion to Controller is key. Initial salary negotiable in the range of £19,000-£23,000 plus excellent large company benefits including full relocation expenses to Paris. Applications in strict confidence under reference MFAT02/TT to the Managing Director: ALPS

35 NEW BROAD STREET, LONDON, EC2M 1NH. TELEPHONE: 01-588 3588 or 01-588 3576. TELEX: 887374. FAX: 01-638 9216

Organisations requiring assistance on recruitment please telephone: 01-628 7539

Can your manufacturing strategy bring business success?

If so, we should be talking to each other. As the largest and one of the fastest-growing management consultancy firms in the UK, Coopers & Lybrand Associates is in the vanguard of developments in the manufacturing sector. With a manufacturing and distribution management division helping industry to face the challenges posed by new technologies, we assist our clients in every aspect of manufacturing strategy and general production management: developing and implementing manufacturing and distribution systems, undertaking the advanced manufacturing technology projects that can give a business that vital competitive edge. It's a complex and fast-moving environment in which demand for our specialist consulting services has rapidly expanded.

Continued growth means that we need to make additional appointments to our burgeoning manufacturing strategy group. The assignments are wide-ranging. As part of a technology-based team you'll find yourself working for our manufacturing and distribution division, identifying opportunities for our clients to develop manufacturing as a competitive weapon supporting a wider business strategy. It's a dual role. You'll have the skill and ability to recognise business issues as well as the scope for applying technology - a linked approach that the advent of Computer Integrated Manufacture is making even more necessary.

Our requirements are as exact as the solutions we expect you to bring to our clients' problems. Aged 25-35, with a good honours degree in a business or engineering discipline and possibly an MBA, you'll be highly-motivated; able to communicate with colleagues as much as with clients. With a proven successful background as a manufacturing director or general manager you'll have a wide knowledge of the business issues faced by manufacturing. An understanding of technology-based solutions will be taken as read. Working for us, you can expect an excellent remuneration package including car.

Match up to our requirements and you can anticipate rapid career development. If you think you can manufacture solutions in the vital area of manufacturing strategy, please send a full career résumé including a day time telephone number and quoting Ref. T05/23 to Raymond Jewitt, Coopers & Lybrand Associates, Plumtree Court, London EC4A 4HT.

Coopers & Lybrand

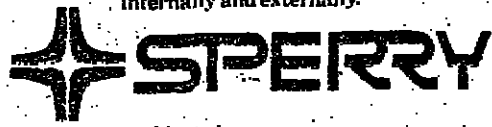
For business committed to growth.

Commercial Management in Computing

Exceptional opportunities for Accountants, Lawyers & Business Managers

In today's competitive world of computing, only the strong survive. As one of the world's five leading computer manufacturers, with a high performance product range from business micro to large mainframe systems, Sperry is able to report continuing profitable growth.

There's no margin for error - either in product reliability or the way we conduct our business. The contribution our commercial managers make to achieving our business objectives is considerable. With involvement at all stages from initial proposal to final contract signature, they are responsible for ensuring optimum profitability whilst meeting customers' requirements and maintaining integrity with Sperry's commercial philosophy. This demands, of course, the ability to assess commercial and legal risks and communicate effectively both internally and externally.



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This is a high volume, high technology, high pressure role which provides unique exposure to the widest aspects of our operations in the shortest possible time. Not surprisingly, it is an exceptional opportunity for potential high achievers to accelerate their career progression within the company.

We are looking for commercially aware and numerate people of graduate calibre, aged in their late 20s or early 30s, and possibly with an MBA, accountancy, legal, or other business related qualification. It is likely that you will currently be commanding around £15,000 a year. If so, you will find our offer particularly attractive.

Please present your own case for becoming a Commercial Contracts Manager with Sperry. Write concisely to: Bryony Bruce, Personnel Manager, Sperry Limited - Information Systems Group, Sperry Centre, Stonebridge Park, London NW10 8LS.



A Commission in the Royal Corps of Transport.

The Army is currently looking for applicants to compete for a commission in the Royal Corps of Transport.

The Corps controls the British Army's vast and complex land, sea and air transport network. (At the moment a detachment of 47 Air Despatch Squadron is carrying out air drops of food to famine victims in Ethiopia.)

As an officer in the RCT you will be given a great deal of responsibility right from the start of your career.

On completion of your initial training, you could find yourself, aged 19, in command of 40 men and a fleet of 25 vehicles. After experience and further training you could apply to join the Airborne and Seaborne units of the RCT.

For selected officers there could be opportunities to serve with the Army Air Corps, the SAS or Commandos.

If you would like to find out more about a career in the RCT, write to Lt Col Ian Bennett, Department N502, HQ The Training Group RCT, Buller Barracks, Aldershot, Hants GU11 2BX.

Both graduates and non graduates, aged between 18 and 26 years old, are welcomed into the Corps.

 **Army Officer**

I ANSWERED THIS AD FOUR YEARS AGO

I was in my mid 20's, a disillusioned, frustrated graduate with no immediate prospects and not enough challenge in my career. Four years later, I run my own business earning my real worth, without overheads, and with the security and full backing of one of the largest financial groups in the country. My income has rocketed by some 400%, I have a genuine job satisfaction and real purpose in life. If you can identify with the way I felt four years ago and are 25 or over the opportunity I was given is available to you today.

If you live in London, Home Counties, South Coast, East Anglia, Midlands, Edinburgh, East Central or North East Scotland - DIAL 100 TODAY and ask for "FREEDOM ACHIEVEMENT" - and speak personally to one of our Branch Management Team.



THE FINANCIAL MANAGEMENT GROUP

Chief Executive

City of Bath

c. £30,000 + car

The Council wish to appoint a Chief Executive to lead the Council's professional services, with 850 staff and a budget of £30m.

The successful applicant, who may be from local government, elsewhere in the public sector, or the private sector, must show evidence of substantial management achievement in an exposed environment.

The Chief Executive will co-ordinate and ensure the effective conduct of all the Council's business and advise the Council on priorities and the best use of resources.

The appointment will be made on a five year - renewable - contract basis. For further information please contact John Smith Ref. A.7306. HAY-MSL Selection and Advertising Limited, 52 Grosvenor Gardens, London SW1W 0AU.

HAY-MSL

PUBLIC APPOINTMENTS

Business systems manager

Surrey based, c£23,000 + car



Fast growing and successful this £80M division engaged in the health care activities of a major British multinational is investing heavily in advanced information systems. This exciting new position carries responsibility internationally for the formulation and implementation of DP solutions to varied business problems. You can expect to travel regularly to the USA and Europe.

A graduate aged 27 to 35 you will have a broad based track record of successful hands-on project management in applications ranging from office systems to manufacturing. A period in systems consultancy and specific experience of IBM mini systems could be a major advantage. Career prospects are particularly interesting as the company has a record of moving managers beyond conventional functional boundaries and in the medium term progression to operational management is a possibility. Résumés including a day time telephone number to David Owens, Executive Selection Division, Ref: D160.

Coopers & Lybrand associates

Coopers & Lybrand Associates Limited management consultants

10 Bourne Street London EC4A 3AX

U.S.A.

Packet switching and satellite systems

\$20k - \$40k + package

Additional staff are required to develop new systems for the largest non-government communications organisation in the world, providing a wide range of services to the aviation industry.

Senior analyst/programmers capable of advanced programming techniques in Assembler and high level languages, and with experience on Perkin-Elmer 3200 (or similar) in the areas of communications, operating systems, disk management, C, networking, synchronous/asynchronous protocols etc.

Senior communications engineers to plan, design, develop and test communications transmission facilities using RF and digital systems; BSEE plus practical relevant experience is required.

Computing methods and technology engineer to analyse hardware/software characteristics and system requirements in order to design and develop operational software. Database design and management experience (ideally on Perkin Elmer) is necessary.

For all positions a degree or equivalent is essential.

Final interviews will be held in London during the first week in December so telephone now to Ian Murray West or Geoff Mackenzie on 01-935 2983 (8am to 8pm), or write with your CV quoting Ref. 5187.

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GENERAL APPOINTMENTS

Trade 01-278 9161/5

SCICON DEFENCE STUDIES

Project Leaders: to £17K

London or Farnborough

Scicon is one of Britain's leading systems and software companies with an unrivalled record of innovation and achievement founded on the technical skills and experience of our staff. As a result of an impressive growth rate over the past three years, we now wish to recruit experienced staff to fill a number of vacancies at project leader level for maritime, land and air work in our Defence Studies area. We provide a consultancy service to the Ministry of Defence in areas as diverse as:-

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LAND BATTLE

ANTI SUBMARINE WARFARE

GUIDED WEAPONS

MINES AND TORPEDOES

ELECTRONIC WARFARE

RADAR

ELECTRO-OPTICS

SURVEILLANCE AND TRACKING

C

We undertake a wide variety of interesting work ranging from short concept and feasibility studies to more detailed technical assessments with teams of up to ten staff. Most of our work involves the use of mathematical modelling or computer simulation techniques. You will work on company premises in either Central London or Farnborough, or on site in the Home Counties. We operate a formal scheme of staff appraisal and development, and have a policy of internal management appointment which allows technical staff to follow career progression routes into staff management, project management and business development.

You should have a good degree in a numerate discipline followed by two or more years' relevant modelling experience in at least one of the areas listed, together with a proven ability to supervise other technical staff. You will be completely familiar with at least one high level language (probably FORTRAN or PASCAL) and should ideally have a general interest in defence matters in addition to the detailed technical knowledge acquired through your past work. We are offering salaries up to £17K together with a benefits package which is quite simply the best in the computer services industry.

If you'd like to talk about your experience and how it might match our requirements, please telephone Peter Less during office hours (Mon-Fri) on 01-580 5599.

Alternatively write with a full CV to Kate Angwin, Personnel, Scicon Limited, 49 Berners Street, London W1P 4AQ.

Scicon



Design Director

Stag Meredew Furniture, the principal subsidiary of the Stag Furniture Group, has a turnover in excess of £25m and is the leading UK manufacturer of quality cabinet furniture, with headquarters in Nottingham.

This appointment calls for an experienced Furniture Designer to head up the company's design function. Relevant industrial experience is essential together with the ability to organise and motivate people.

The successful applicant (aged 30-45) will be expected to make a major contribution, as a Board member, to the company's growth and development. The remuneration package will reflect the importance of the position.

Applications, which will be treated in absolute confidence, should be addressed to:-

**The Chairman
STAG MEREDREW FURNITURE LTD
Haydn Road, Nottingham NG5 1DU**

BRENTWOOD SCHOOL, ESSEX SPORTS HALL MANAGER

Applications are invited for the post of Manager of a new Sports Hall and associated facilities, particularly their use by the public.

The new building will be ready next Spring, but the Manager should be in Post well before then to advise on furniture and fittings and to plan and establish an efficient management organisation.

The successful applicant will have had training in both the sporting and business aspects and several years experience. Ideally, it will be a permanent situation, but alternatively the School would be prepared to consider the appointment of a consultant to cover the formative years.

Applications should be sent to

**The Bursar,
Brentwood School,
Brentwood, Essex, CM15 8AS
(Tel: 0277 214580)
by 10th December, 1985**

DIRECTOR MARKET ANALYSIS & FORECASTING

Leading international consultancy has excellent opportunity for Senior Manager capable of directing multinational information system analysis and forecasts. Company specialises in computer, office and telecommunications products and has a prestigious client base of major suppliers of information technology and major organisations.

We offer an outstanding opportunity for a qualified, experienced individual with assignments in U.K., Europe and U.S.

Successful candidates must have:

- Degree in appropriate discipline
- Computer and/or telecoms expertise
- Experience in market analysis, product and strategic planning
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Excellent salary, benefits and bonuses. Send c.v. to:

**Dr Mirek J Stevenson, Chairman
QUANTUM GROUP INT'L, INC.
84/86 Regent Street, London W1**

NATIONAL COMMUNICATIONS UNION

A vacancy for General Secretary will exist during 1986.

Applications for the post are open to all with a proven record of current service to the Labour/Trade Union movement. All applications will be the subject of workplace ballots of members in February 1986.

The candidate elected will serve for five years after which a further election will be held. Applicants must be under the age of 55 at 2nd January 1986.

Applications should be made in writing to the General Secretary, National Communications Union, Grey-stoke House, 150 Brunswick Road, Ealing, London W5 1AW. All applicants will be sent an application form together with full details of the post. The completed application form should be returned giving details of the applicant's record and up to 1,000 words as an election address by the 2nd January 1986.

GRADUATE FOR INTERNATIONAL FINANCE

A recent graduate, preferably in Economics or Languages is sought by an International Export Finance Company. The Company is both large and expanding. Good career prospects are available for the right person. The job offers a highly competitive salary and good working conditions. Please reply in writing to:

**Jack Wilson,
Chief Executive,
London Forfeiting Company Ltd.,
International House,
1 St Katherine's Way,
London E1 9UN
(London Forfeiting Company is a member of the Exco International PLC Group of companies.)**

A CHANGE OF CAREER

A firm commitment to develop your career, that's what one of the UK's leading employers is currently offering to men and women who are equally committed to success. Last year alone we spent over £2,000,000 on training programmes for our sales associates and many of them went on to reap the rewards. For an interview or further details call me, Peter Richards, on 01-837 7200.

PICK SYSTEMS SALES SUPPORT TECHNICAL SUPPORT £20K + CAR

If you have experience with the PICK Operating System in either of the above roles, we have clients who want to talk to you. Please call or send a full c.v. quoting ref: 6803:

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01-404 4081 (24hrs)
MERVYN HUGHES INT'L LTD.
37 GOLDEN SQUARE
LONDON W1R 4AN**

ASSISTANT ADMINISTRATION MANAGER

£25,000

Middle East

Gray Mackenzie Overseas Ltd (a member of the Inchcape Group) and a long-established multi-discipline Company, can offer an immediate opportunity to a highly motivated administration specialist with experience in company procedures, personnel and office management and budgetary control.

Responsible directly to the Finance & Administration Manager, you will assist in developing the head office function, maintaining records and providing data base information in addition to co-ordinating the Company's various overseas projects. Middle-East based, tasks include the provision of support services, liaison with local Government offices, chamber of commerce etc. We will expect you to advise on improvements in administrative procedures, undertake internal audits, co-ordinate recruitment, PR and advertising, ensuring compliance with local laws and customs in these activities.

With an ability to work under pressure and with a knowledge of personnel statistics and records, application of computers in business/personnel administration and, preferably experience of insurance (personnel/equipment and property/marine insurance), the successful candidate will earn his high salary on an open-ended contract on bachelor status, with the usual overseas benefits, including free fully-furnished A/C accommodation, regular leave (30 days per year) free air travel, local transport and medical cover. Previous Middle East experience would be a distinct advantage.

Candidates, aged 30-45, should apply in writing, giving a complete précis of their career experience, to: The Personnel Manager, Gray Mackenzie Overseas Limited, 40 St Mary Axe, London EC3A 8EL.

Gray Mackenzie

Export Product Co-ordinator

£16K + Car

Re-organisation has provided an outstanding opportunity for an able executive to fulfil an important new role.

Essentially the post has been created to provide a marketing resource for international business managers and to contribute international perspectives to corporate product development strategies. The primary task is to help formulate and to implement action plans in line with these strategies.

To be successful, you must have a degree or equivalent and have a strong track record in consumer goods marketing covering a minimum of five years, two of which should have been in overseas marketing.

This is an excellent opportunity to join a professionally managed Company, part of the highly successful Glaxo Group, whose employment conditions are first class.

Please write with CV or request an application form from: R. J. Kelly, Head of Personnel, Farley Health Products Ltd, Torr Lane, Plymouth PL3 5UA, Devon. Telephone: (0752) 701621



Aerial Photography in archaeological research

Aerial photography is an invaluable aid in archaeological research. So much so that a new Investigator post is being created at Aberystwyth in the Royal Commission on Ancient and Historical Monuments in Wales, advising on curatorial matters concerning the collections of aerial photography, primarily the responsibility of National Monument Record staff to which the Investigator will provide an advisory service.

Your work will include interpretation of all types of aerial photography; enhancing the descriptive and graphical documentation of the existing archive; existing and liaising with research projects throughout Wales; and there is also the opportunity to take a leading role in the promotion of research through aerial photography in the professional and public sectors.

You must have a contemporary knowledge of, and experience in, the application of aerial photography to archaeological research. You should normally have a good degree in an appropriate discipline such as archaeology. Knowledge of computer graphics and database work is desirable.

Salary: £6300-£8915. Starting salary according to qualifications and experience. Good promotion prospects.

For further details and an application form (to be returned by 31 December 1985) write to Civil Service Commission, Alencon Link, Basingstoke, Hants RG21 1JB, or telephone Basingstoke (0256) 468551 (answering service, operates outside office hours). Please quote ref: G/6702.

The Civil Service is an equal opportunity employer

Royal Commission on Ancient and Historical Monuments in Wales

Royal Academy of Dancing

require a male or female Overseas Administrator. Flexibility, a meticulous eye for detail and an out-going personality. Must be prepared to travel. Fluent Spanish essential, and a good working knowledge of one or more of the following would be preferable: Portuguese, Italian, Greek and German.

The initial period of appointment would be in trainee capacity to learn the Academy's work. Starting salary £8,500 - £9,000. Please apply in writing, enclosing CV to: Administrative Director, Royal Academy of Dancing, 48 Vicarage Crescent, London SW11 3LT.

EXPERIENCED SALESPERSON REQUIRED

for one of the leading prestigious top car showrooms in Manchester. To negotiate for both the purchase and sales for new and used prestigious motor cars. The successful applicant will be able to operate on their own initiative and in the scope of their own trade and retail connections. Salary package negotiable.

Apply in writing to Managing Director, Debutta Motors Ltd, 75 Weathway Rd, Sale, Cheshire M33 1SS.

EXECUTIVE OFFICER

For its legal and technical studies sub-division located at its headquarters in the Park Suburbs, Candidates should have at least a post-graduate degree in law. Good knowledge of public international law, international relations and/or comparative law. Excellent command of English and good knowledge of French. A working knowledge of other languages (Spanish in particular) would be an advantage.

The gross starting salary will be between £12,000 and £17,000. French trainees a month, depending on experience, and will be subject to a probation period. An examination will be held on Monday, 6th and Tuesday, 7th January, 1986. The organisation will not pay any expenses incurred for travel or accommodation for candidates coming to sit the examination. Applications with detailed CV and photograph should be sent to: INTER-FA, quoting reference 3008, before 8th December 1985, 10, Rue de la Loi, 1050 Brussels, Belgium.

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178-202 Great Portland Street,
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Commissioning Engineers

Foster Wheeler Energy is an international leader in refinery and petrochemical contracting. Our worldwide projects are controlled from headquarters in Reading where our commissioning group reviews process and engineering designs to cover safety systems, start up and shut down for new plants, and prepares their operating manuals and start up plans. Expanding our commissioning review team in line with overall business growth, we are looking for chemical engineering graduates with at least 3 years' commissioning experience. In particular we'll be interested to hear from candidates with expertise in:

Oil Cracking Processes
Ethylene and Polymers

Pharmaceuticals
Oil Refineries/Refinery Offsites.
Overseas assignments will often be available as part of the scope of the project. Therefore, these positions command attractive salaries together with a full range of company benefits including pension and free life insurance and relocation where appropriate. If you believe you can meet the demands of these interesting and challenging opportunities, send your CV or phone for an application form to Irene Marshall, Foster Wheeler Energy Limited, Foster Wheeler House, Station Road, Reading, Berks RG1 1LX. Tel: Reading (0734) 585211.

Foster Wheeler Energy Limited

Process Plant Industry

Operations Director

Ault and Wiborg Paints are a highly successful manufacturer of refinish and automotive coatings, with a £2 multi-million turnover and a reputation for aggressive marketing supported by technical excellence and innovation. They now seek to appoint an Executive to direct the production, purchasing and engineering functions and play a crucial role in managing and developing market competitiveness. The successful candidate will be aged between 30 and 45 with a relevant graduate and/or professional qualification. He or she should have at least 5 years' managerial experience in the surface coatings or related chemical industries, particularly in the disciplines specified.

Industrial relations experience is essential together with an appreciation of health and safety in practice, plus an understanding of the application of computer technology in manufacturing operations. Salary is negotiable and fringe benefits are those appropriate to an international group. It is unlikely that overseas working beyond £15K will have the requisite experience. Relocation expenses will be paid where necessary. If you are seeking a key role with the potential for personal management responsibility, then please write with full career details to: Mrs J. H. Phipps, Group Director of Personnel, Ault and Wiborg Group plc, Ault House, 1 Farm Yard, Windsor, Berks SL4 1TE.

Site Personnel Manager

We are Europe's largest aircraft components manufacturer with a turnover of more than £70 million based on a comprehensive range of high technology systems and equipment. As a result of internal promotion we are seeking to appoint a new Personnel Manager for our factory in Luton. Probably in your late twenties, a personable professional, you will take charge of a small but very busy personnel function and provide the driving force to ensure that a makes a full and valuable contribution to achieving the objectives of a business which employs around 400 people. Reporting to the General Manager, you will be responsible for Recruitment, Training, Industrial Relations and Policy Administration and all the other management activities that are associated with

a modern and forward looking personnel function. A salary of around £13,500 will be negotiated dependent upon qualifications and experience and a wide range of attractive fringe benefits are offered, including assistance with relocation where appropriate. If you think you have the combination of imagination and disciplined professionalism which this opportunity requires, please come in confidence to: Miss S. Grant, Lucas Aerospace Limited, Engineering and Heating Systems, The Airport, Luton LU2 9NQ.

Lucas Aerospace

Credit Manager

Our client is part of one of the world's largest electrical and electronic organisations, with an enviable record of successful innovation. They are facing an extensive expansion programme over the next 5 years. A vacancy has now arisen for a Credit Manager. This position involves responsibility for managing the human resources, management information and systems development of the credit control and sales ledger functions. In order to minimise debtors and maximise inward cash flow. Candidates will need a proven track record in a high-tech environment, preferably with a turnover in excess of £100m. The ability to

negotiate successfully with customers and persuasively at all levels will be vital for this challenging and progressive role. The benefits package is of the level you would expect from a major international company. Applications should be made in writing, including career development to date and salary expectations, to:

**MOXON
DOLPHIN
& KERBY LTD**

178-202 Great Portland Street, London W1N 5TB. quoting reference 4341

New Executive Post

The British Council of Churches and its Christian Aid Division are to move from their separate premises to a common London headquarters building. To facilitate this a senior appointment to the staff is now to be made. Responsibilities will include: co-ordinating all planning of new premises and removal from existing offices; managing the Council's relationships with all professional and technical contractors and advisers; advising the appropriate finance departments of the Council. The appointment will be for a minimum of 18-24 months beginning as soon as possible after 9th January 1986. Salary of less than £10,000 pa by negotiation. Job description and application form from the General Secretary, The British Council of Churches, Edinburgh House, 2 Eaton Gate, London SW1W 9BL. Closing date for applications: 10th December 1985.

BRITISH CONSULATE-GENERAL, LILLE, FRANCE Commercial Officer

The British Consulate-General at Lille wishes to recruit a Commercial Officer. The main area of work will be in capital goods and the promotion of investment in Britain. The successful candidate will advise British firms exporting to France and seek export opportunities for them. He/she will also be required to undertake some consular and representational duties. Candidates, preferably aged 30-35, must have extensive experience of business in France (ideally in Northern France) and wide knowledge of British industry. They must be bilingual. An attractive salary is offered. Preferred starting date end of January 1986. Please write with CV to M. G. Dougal, HM Consul-General, British Consulate-General, 11 Square Duffieux, 59800 Lille, France.

مكتبة النهر

Trade 01-278 9161/5 GENERAL APPOINTMENTS

FINANCIAL & ACCOUNTING APPOINTMENTS Trade 01-278 9161/5

Creating the Future in Visual Simulation

Rediffusion Simulation Limited is the British company at the forefront of simulation technology. We consistently achieve a 40% share of the civil flight simulation market and are successfully using our many skills and technologies to diversify into new areas. Maintaining our technological lead is crucial in pursuing this broad spectrum of business, and our strategists have

pinpointed the rapidly advancing field of computer generated image visuals and their display techniques as a prime expansion area. We therefore intend to strengthen our CGI research and development activities by recruiting a number of experienced graduate calibre engineers to join our established teams.

Electronics Design Engineers

The team will have total system design responsibility from concept, characteristics and architecture definition through to detail design, system implementation and debug.

Experience on top-down design projects and in graphics and/or digital video processing are important together with a strong background in mathematics. Previous experience with LSI/VLSI based designs will be an asset.

Software Design Engineers

These roles involve the full definition of the software tasks and selection of appropriate software tools necessary for the design and implementation of high performance real-time graphics systems. A strong mathematical background and understanding of

graphics principles are important. However, the major emphasis will be on the efficient implementation of real-time operating system kernels and high-level language code to run in real time (e.g. 60 iterations per second) in support of complex graphics processor hardware.

For all positions we offer a competitive salary, dependent on ability and experience. Excellent benefits, including relocation expenses where appropriate, are those expected of a major company.

Please write with full CV or telephone for an application form and further information to: John Cochrane, Personnel Manager, Rediffusion Simulation, Gatwick Road, Crawley, Sussex RH10 2RL. Tel: (0293) 28811.



REDIFFUSION
Simulation

SALES MANAGER - seeking a career move?

Our client are the market leaders in Contract Wallcoverings with an impressive record of sustained growth in both Sales and profit, and are seeking a manager for their Midlands Region.

- You must possess:-
- * proven personal success at all levels in selling
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 - * a team oriented style of management
 - * entrepreneurial leadership

- Rewards match demands:-
- * comprehensive package typifying a progressive international organisation
 - * a broadening of skills and a deepening of experience
 - * realisation of potential with scope for advancement
 - * total responsibility for Team development
 - * involvement in general management of the region

Those interested in developing their careers should write (or telephone) enclosing full personal and career details, telephone numbers essential, to: Chris Salboun, Resource Maximisation International, Stancress House, 16 Hill Avenue, Amersham, Bucks. Telephone (02403) 28851

resource maximisation

MS THE MULTIPLE SCLEROSIS SOCIETY

ASSISTANT CO-ORDINATOR

National Charity seeks an Administrative Assistant to strengthen its support services to its Associations, Branches and younger members' Groups. Duties will include organising public meetings to promote the Society and recruit support; setting up people and generally being responsible for Society matters within a designated area. There will be some travel within that area.

Previous administrative experience essential. Preferred age range 25-40.

Salary range £6,000-£8,000. Application forms and job descriptions available from the General Secretary, The Multiple Sclerosis Society, 25 Effie Road, Fulham, London SW6 1EE (01-736 6267) quoting ref B/JAC.

Amenities and Recreation Department

Tourist Officer

£9,975-£11,604

Applications are invited from a suitably experienced or qualified person to undertake the efficient management of the tourist service within the City. Prime duties will include:

- the provision of information, local, national and international to both visitors to Cambridge and residents.
- the efficient day-to-day management for the City's Tourist Information Service and the implementation of the City Council's Tourism policies.
- the production and publication of all literature concerned with the Tourist Information Service. The management of the Guided Tours Service, College Fests Scheme - and souvenir sales, and the accommodation booking schemes.

Further details and an application form are available from the City Amenities and Recreation Officer, 101 Horse, 101 Horse, Cambridge, telephone (0223) 33577, ext. 341.

Closing date: 12th December 1985.

City of Cambridge

DRAKE PERSONNEL

OVERSEAS TRAVEL £10,000 + PLUS COMMISSION

This is a fantastic opportunity for a sales person interested in travelling to Africa and the Middle East. The company which deals in international support are looking for a mature, flexible individual to become totally involved in this responsible position. Your client contact will be at a very high level, and identify you will have business contacts in Third World countries.

Call BATTI ROSS on 221 5072.

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CAREER ANALYSTS 15-16 Gresse Road W1 01-935 5452 (24 hrs)

WHOLESALE IRONMONGERY

Experienced Sales Agents and Sales Manager sought by manufacturer of industrial rebar blades, in new factory in Wales. All UK and EEC areas open.

Write in confidence, with details of past and present experience and range of products involved to: Mr S. Anyon, c/o Hill Wales Development Centre, 59-60 Bernard Street, London W1.

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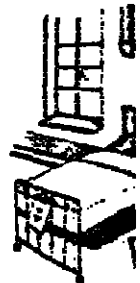
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Graham Shore has an M.A. in Economics, Philosophy and Politics. He is 29 years of age and held a range of economic advisory appointments in various government departments before joining the management consultancy practice of Touche Ross in 1984.

Over the past 12 months his career has changed direction with an undoubted problem solving flair being successfully

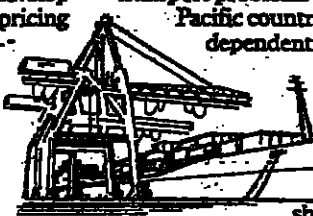
employed on a variety of complex assignments. The challenge has been severe but the subsequent sense of achievement made each moment worthwhile.

A brief description of some of Graham's projects during his first year with us may help you decide if you would be interested in joining us.



1. Nationalised industry

A strategic view of costs was needed to develop more sophisticated pricing policies. Methodology study produced and discussed with the Chairman and Board. Methodology applied to produce cost estimates.

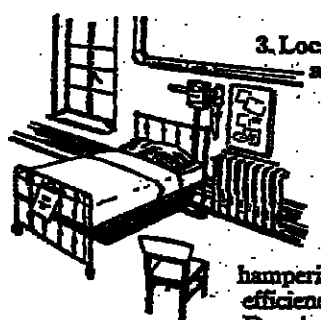


2. South Pacific shipping

A study to overview the strategic transport problems of 20 South Pacific countries, all totally dependent upon shipping but separated by thousands of miles. Prepared analysis of common shipping problems, identifying strengths and weaknesses. Proposals formulated to improve services and efficiency.

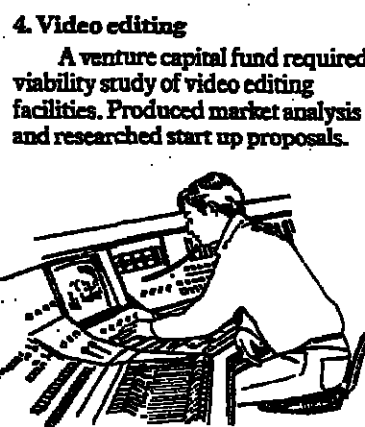
"I DON'T THINK THERE IS ANYWHERE ELSE WHERE I COULD HAVE GAINED SUCH A VARIETY AND DEPTH OF EXPERIENCE IN SUCH A SHORT SPACE OF TIME."

GRAHAM SHORE



3. Local health authority

Old and outdated hospital premises and layout were hampering health efficiency. Drawing upon clinical and health service professionals' assessments, prepared options and recommended a plan to bring hospital services up to the needs of the 1990s and beyond at an affordable cost.



4. Video editing

A venture capital fund required viability study of video editing facilities. Produced market analysis and researched start up proposals.

5. Timber purchasing

Asked to solve stock prediction problems of a timber importer who needed to improve foreign exchange management. Devised improved forecasting system based on timber demand analysis and external specialist advice.

If you are ready to take a closer look at management consultancy in general, and Touche Ross in particular, let's arrange an informal meeting and find out if we can offer you similar challenge and variety.

If your specialisation covers accountancy, economics, engineering or marketing and you feel you are now ready to break loose from a pure line management role, please write today with full CV and perhaps outlining why you feel you're worth up to £30,000 plus a car, to: Michael Horton, (Ref. 2337), Touche Ross & Co., Hill House, 1 Little New Street, London EC4A 3TR. Telephone 01-353 8011.

Touche Ross
Management Consultants

BADENOCH & CLARK

CORPORATE FINANCE

£16,500-£35,000 + substantial benefits

We are acting on behalf of a number of clients who include some of the City's most successful Merchant Banks and Stockbrokers. As a result of continuing expansion and development of their corporate services, they seek additional Executives and Managers to join their Corporate Finance departments.

At executive level, we welcome applications from Solicitors or Chartered Accountants, aged up to 32, who are keen to make a career move. Experience of corporate finance related matters from a practice standpoint, while an obvious advantage, is not essential but candidates will be expected to demonstrate an appreciation of the nature of the work involved.

For the Managerial positions, experience within a financial institution of mergers/acquisitions and/or new issues work is essential.

Contact Robert Dwyer or Judith Farnham.

TAXATION CONSULTANTS

£15,000-£25,000 + Car

On behalf of several of our clients, who include international firms of Chartered Accountants, City based Solicitors, multinational Commercial organisations, and prestigious Merchant Banks, we are actively recruiting dynamic young candidates with sound academic records and substantial experience in the taxation field. There are challenging opportunities in both personal and corporate tax, with vacancies in specialist departments for individuals with expertise in personal financial planning, executive remuneration, investigations, corporate advisory work, VAT and international tax.

Applicants must be of the highest calibre, with good degrees, professional qualifications (ACA/ATU/Solicitors), well-developed communication skills and the ambition, determination and enthusiasm to succeed in competitive, fast moving environments.

Contact Timothy Barrage or Rachel Calver.

LLOYDS SPECIALISTS

To £25,000 + Car

A prestigious national accountancy practice with considerable involvement in the Lloyds market, has identified a need to strengthen their presence in this area.

To this end they are seeking to recruit qualified ACAs with experience of Lloyds syndicates to join them at levels ranging from senior to senior manager. Successful candidates, who will probably be working either within a syndicate or similar environment, can look forward to a rewarding career in this thriving firm.

Contact Colin Perkins or Jon Vasey.

FINANCIAL ANALYSTS

To £20,000

A number of our clients are currently seeking young high calibre candidates to fulfil challenging roles in the competitive multinational environment.

The ideal candidates, qualified Accountants in their mid 20s, preferably but not essentially with a proven background in investigations and analysis work, will be involved in advising front line management on a variety of major financial issues.

Contact John Cullen.

Financial Recruitment Specialists
16-18 New Bridge St. London EC4V 6AU
Telephone 01-583 0073

Gabriel Duffy Consultancy

RECRUITMENT CONSULTANCY
OF THE YEAR
CERTIFIED ACCOUNTANTS' POLL

AUDIT - FINANCIAL SERVICES

£16-30,000

Some of the most prestigious names in the City of London today are keen to talk to audit professionals with sound DP experience, to strengthen their internal audit and operational review functions in readiness for the "Big Bang" next year. The opportunities range from Systems Audit with a US Bank to Head of Audit with a Merchant Bank. All carry excellent starting salaries and extensive benefits packages, including substantial mortgage subsidies. Contact Darrell Smith on 01-623 3195 (day) or 01-444 3559 (evenings and weekends).

UK TAX ADVISER

Package in excess of £40,000

This major international bank has created a new London based group to research and develop financial packages and projects. An opportunity exists for dynamic UK tax specialist to join this team and advise on the tax efficient projects. This demanding and high profile role requires a superior candidate with a lively personality and entrepreneurial approach. In the first instance please contact Fran Friedman on 01-623 3195 (day) or 01-360 7802 (evenings and weekends).

MANAGEMENT CONSULTANCY

£18-30,000

We are able to offer opportunities in London, Birmingham, Manchester, and Southampton to ambitious graduate Accountants who can demonstrate fast-track career success in manufacturing, computers, financial services and the public sector. Wide variety of assignments, some involving overseas travel, are available. For further information please write to Don Leslie at the address below, or telephone him on 01-623 3195 (day) or 01-354 5229 (evenings and weekends).

Gabriel Duffy Consultancy 17 St. Swithins Lane,
Cannon Street, London, EC4N 8AL

YOU ARE PROBABLY NOT LOOKING FOR THIS JOB...
...but it could be the one to change your life.

Would you like an exciting career where you meet executives from a wide variety of businesses and gain insight into all areas of industry and commerce? Would you like the challenge of developing your personal skills way beyond anything normally demanded from an accountant, but at the same time using all your professional knowledge and expertise? Would you like a high salary, company car and an attractive benefits package? Then read on...

The TACK Organisation is a highly diversified British owned group of companies - fast growing and profitable. Part of the Group is TACK Training International, Europe's leading management and sales training consultancy - our clients range from the largest multi-nationals to the smallest private businesses and our courses are run in over 30 countries worldwide.

We need another financially qualified Management Training Consultant to join our financial training team who design and run short courses for managers, understanding and making use of financial information. Likely age 30-35; living in or around London; good verbal communication skills essential.

Please send me, in confidence, brief personal and career details, present salary, and a telephone number where you can be contacted.

Walter Benzie, FCA, Director,
TACK Training International,
TACK House, Longmoore Street,
London SW1V 1JJ.

TACK

EXECUTIVE JOB SEARCH

Are you earning over £20K and seeking a new job? The Connought Services have helped more executives to find new appointments than any other organisation - mainly in the unadvertised vacancy area.

Contact us for a free confidential meeting. If you are currently abroad, enquire about our EXPAT EXECUTIVE SERVICE.

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01-734 3879 (24 hours)

The Executive Job Search Professionals

Commercial Challenge

C. London

c.£16,000

An expanding subsidiary of a major British group has reached a crucial stage of its development. Increasing visibility in a highly competitive market dictates the need for a recently qualified, ambitious young accountant to join the skilled management team.

Initial responsibility will be for the provision of detailed financial analysis to non-financial, profit orientated managers. Thus the ability to effectively communicate sound accounting principles is essential. Additionally there is an increasing systems evaluation and development role to be filled.

This is an excellent opportunity to demonstrate commercial judgement and obtain real business involvement. Further career progression can be assured.

Contact Patrick Donnelly on 01-222 5169 quoting ref: TT/85



The Finance Index

Financial Recruitment Consultants

11 Palmer Street London SW1H 0AB Tel: 01-222 5169/1181

Management Consultancy

London Based

£16,000 to £25,000 plus car

Clark Whitehill Consultants is the rapidly growing consultancy arm of Clark Whitehill, a major firm of chartered accountants with offices throughout the country.

We have exceptional opportunities for accountants, production engineers and other business consultants wishing to capitalise on their experience for the benefit of our wide range of clients.

Professionally qualified candidates, preferably with consulting experience, must be able to demonstrate achievement in industry, commerce or the public sector. A sound knowledge of computer systems is essential.

Please write in confidence stating how these requirements are met and quoting reference T5113, to Robin Gorrings, Managing Director, at 25 New Street Square, London EC4A 3LN.



Clark Whitehill Consultants

Executive Selection

PLAN YOUR NEXT MOVE - QUALIFIED ACCOUNTANTS ALL SALARY LEVELS

If you're happy with your career in Accountancy and know that you want to go places we probably want to talk to you! Not to drag you away from your current environment but to discuss your longer-term ambitions. After all you're happy you're probably successful, and if you're successful your next move deserves as much planning and preparation as your end-of-year accounts. That means thinking and talking now about the route you want your career to take in the future.

And what better source of ideas and advice than a consultancy which can boast a team of 20 consultants whose own expertise offers you a pathway to Banking, Corporate Finance, Manufacturing, Oil, High Technology and Marketing/Advertising. Some of the best Accountants have already benefited. Isn't it about time you came to talk to us? - we have a lot of ideas.

To discuss some of them call Fiona Croll on 01-629 7262 (daytime) or 01-367 4699 (between 8 pm and 9 pm)

ACCOUNTANCY APPOINTMENTS
7 PRINCES STREET, W.1. 01-629 7262

YOUNG FINANCIAL ANALYSTS

Junior Analyst

c. £12,000 + benefits

The Abbey National - a building society with a reputation for technical and operational innovation - is paving the way for a wider role in the financial services market. Accurate market and budget forecasting will become increasingly crucial with the introduction of new legislation in 1987, and in preparation we are upgrading our corporate modelling and financial analysis capabilities.

Analyst

c. £14,000 + benefits

Working as part of a multi-skilled finance team reporting to the Manager, Financial Services, you will be involved in corporate computer modelling and the production and evaluation of information and reports for senior management, including the Society's five year plan.

Also working as part of a team, you will produce appraisals of our competitors activities, update the computer modelling and prepare statutory and supervisory reports. For both positions we need self-starters and versatile communicators with a good honours degree in economics, accounting or statistics. The first analyst should also have 2 years' industrial/commercial experience; you may already be part-qualified ACA/ACCA and it is likely that you are presently working as a Trainee Financial Analyst or similar. Knowledge of Sperry/Happer and FCS systems would be an advantage for both positions, although not essential as training will be available.

Salary is supported by a generous range of company benefits and prospects for future career development are excellent. Please write with full cv to Mr W Whitehead, Personnel Officer, Abbey National Building Society, Abbey House, Baker Street, London NW1 6XL.



Kimberly-Clark

The Service and Industrial Division is an extremely successful business operation within Kimberly-Clark Limited and has established an increasingly strong presence in its specialised markets for non-woven and paper disposable and limited life products.

Young Financial Analyst

Mid Kent

Up to £12,000

We are looking for a young Financial Analyst probably aged around 23/27 who will join an existing team and take individual responsibility for providing support to Divisional Management especially in respect of marketing projects. This will involve the analysis of financial and commercial data, preparation of Quarterly Plans, Annual Budgets and longer term plans and product costing, pricing and investment appraisal.

Candidates must possess sound educational achievements to degree/MBA level with a business or financial specialism and 1/2 years exposure in commerce or industry. Candidates must be capable of rapid career development which will not necessarily be within the financial function.

The appointment is based in mid-Kent and full relocation assistance will be given where appropriate.

Brief but comprehensive career details to: New Appointments Group, Personnel & Selection Consultants, 5 Park Road, Sittingbourne, Kent ME10 1DR. Telephone: (0795) 75431.

New Appointments Group
Personnel Consultants

Truman Miles

Management Recruitment Consultants

Business & Marketing Management

A success story: the strategy to build a major international group to manufacture, merchandise and market high quality consumer products under separate prestige brand names, has been rewarded by record performance and an undoubted reputation as an international trading operation. A recent acquisition will further extend the range of luxury products into new markets.

Working closely with board and divisional management, these roles are designed to provide the financial implication of management decisions in areas of product pricing, positioning and distribution methods, and to calculate exchange rate effects on policies affecting both company and joint venture partners.

You will have sound technical skills in financial and management information reporting and the commercial awareness essential to produce realistic forecasts within a fast moving international business. Given the personality and will to succeed, you may expect excellent development prospects, a good starting salary, and benefits may include relocation costs to take up these appointments at Head Office in London's West End.

Finalist - to £14,000

Newly Qualified - to £17,000

Application is invited from graduate accountants, aged 24-28, ACMA, ACCA or ACA with experience outside practice. Ref: 180.

Please call or write, in confidence, to Robert Miles 01-248 2002/2003 or after 8pm 01-568 0085 10/11 Bishops Court, Old Bailey, London EC4M 7EL.

FINANCIAL & ACCOUNTING APPOINTMENTS

Trade 01-278 9161/5

Why Price Waterhouse?

If you are really determined to establish your career as a Chartered Accountant, here are the reasons why other equally ambitious and talented people have joined Pw in our offices throughout the UK:

- Practical experience based on an organisation structure designed to give you assignments with a wide variety of leading businesses in all sectors of the economy.
- Training in management and business skills as an integral part of our comprehensive CPE programme.

- Career development: outstanding opportunities, generated by continuing growth, in general practice, tax, insolvency, computer audit, the public sector and consultancy.
- International client work within the UK, with unsurpassed opportunities to work abroad.

If you share our determination to succeed by meeting the highest

standards of professional excellence you can find out more by reading our booklet "Career Development in PW". Please contact your nearest PW office or mail the slip below to:

Mike Jennings,
Price Waterhouse,
Southwark Towers,
32 London Bridge Street,
London, SE1 9SY.
Tel: 01-407 8989.

Price Waterhouse

Offices in: London, Aberdeen, Birmingham, Bristol, Cardiff, Dudley, Edinburgh, Glasgow, Leeds, Leicester, Liverpool, Manchester, Middlesbrough, Newcastle, Nottingham, Southampton, Windsor and Jersey.

Please send me a copy of your booklet "Career Development in PW".

Name _____

Address _____

To: Mike Jennings,
Price Waterhouse,
Southwark Towers,
32 London Bridge Street,
London, SE1 9SY.

T28/11

Independent Business Services

Managers - up to £20,000 with car.

You should be a chartered accountant with three or four years post qualification experience, working at manager level on the affairs of independent businesses. You are ambitious to develop your career within the wider professional world of a major international practice.

We are such a practice. Our Independent Business Services Group in London is an integrated client service team of over 100 individuals. We are now keen to recruit high quality managers or assistant managers to support our continuing growth, and increasing demands for audit, tax and general business advisory services.

Your experience to date might include exposure to USM flotations and venture capital financing requirements.

You will be required to service the needs of our expanding practice by providing:

- a high level of general business knowledge
- good technical ability and communication skills
- sound business and professional judgement.

Your leadership, administration and client relation skills will already have been demonstrated. They will be developed further by our internal training programme, designed to maximise your business effectiveness.

Candidates joining as assistant managers will be expected to become managers within one year. We intend only to recruit those whom we believe have the potential to achieve partnership in this vigorous and challenging environment. If you believe you have this potential, contact Mike Jennings for a copy of our IBS brochure and an application form.

Price Waterhouse
Southwark Towers
32 London Bridge Street
London SE1 9SY.
or (telephone 01-407 8989)

Price Waterhouse

Please send me an application form for a managerial position with the Independent Business Services Group in PW London and a copy of your IBS practice brochure.

Name _____

Address _____

To: Mike Jennings,
Price Waterhouse,
Southwark Towers,
32 London Bridge Street,
London SE1 9SY.
or (telephone 01-407 8989)

T28/11

Newly/Recently Qualified Accountants

British Maritime Technology Ltd. is an independent commercial company which carries out high-technology consultancy and research for both industry and government. The company is structured into seven divisions, each operating as a profit centre, and employs 500 staff on four sites. Following a recent merger, the Finance Department has been reorganised creating three attractive opportunities at our offices in Feltham, Middlesex.

Systems Accountant - c.£15K

Reporting to the Head of Finance, the Systems Accountant will be responsible for the implementation, development, and maintenance of the company's accounting and management information system. The installation of this system, based on a mini-computer operating in a multi-site network environment, has just recently been completed. Key tasks will be to carry out a review of the installation, implementing further packages, and developing the system, as well as undertaking ad hoc assignments in support of headquarters staff.

Applications are invited from recently qualified accountants with previous experience of computerised accounting systems.

Regional Accountant - c.£15K

Also reporting to the Head of Finance, the Regional Accountant will be responsible for:

- Ensuring the accuracy of the monthly management accounts for Divisions based in the Southern Region. This will involve close liaison with project leaders on estimating project costs, cost control, and valuing work in progress.
- Supervising the team responsible for processing all financial and management data at our three southern sites, using a recently installed computer system.
- Ad-hoc assignments in support of headquarters staff.
- Preparation of monthly and statutory accounts for a subsidiary company.

Applications are invited from accountants who have recently qualified or who are about to qualify, and have had experience of staff supervision and contract accounting using computer based systems.

Other benefits for both positions include a low-cost pension scheme, subsidised staff dining room, and relocation assistance. Please write with full CV to Peter Brudridge, Personnel Officer, British Maritime Technology, Faggs Road, Feltham, Middlesex TW14 0LQ. Tel: 01-890 8989 (ext. 465).

BMT

British Maritime Technology

YOUNG FINANCIAL DIRECTOR

Hampshire c.£17,500 + car

A member of the highly successful Halma Group, the company is a leading manufacturer of electronic fire detection equipment. The company has considerable scope for further profitable growth and operates with a substantial degree of autonomy.

The person we seek will be a qualified accountant, probably ACA, of above average ability who is between 25/35 years of age. The successful candidate must be enthusiastic to make a personal contribution to shaping the company's future and to provide the professional financial support to a young, ambitious and dynamic board.

This is an exceptional opportunity for a high calibre accountant to assume responsibility for the entire finance function of an expanding company. Please apply in strict confidence, or telephone for further details, to

Mr P.A. Tett, Director,
Halma p.l.c., Halma House,
Kingsbury Road,
London NW9 8UU
Tel No. 01-205 0038

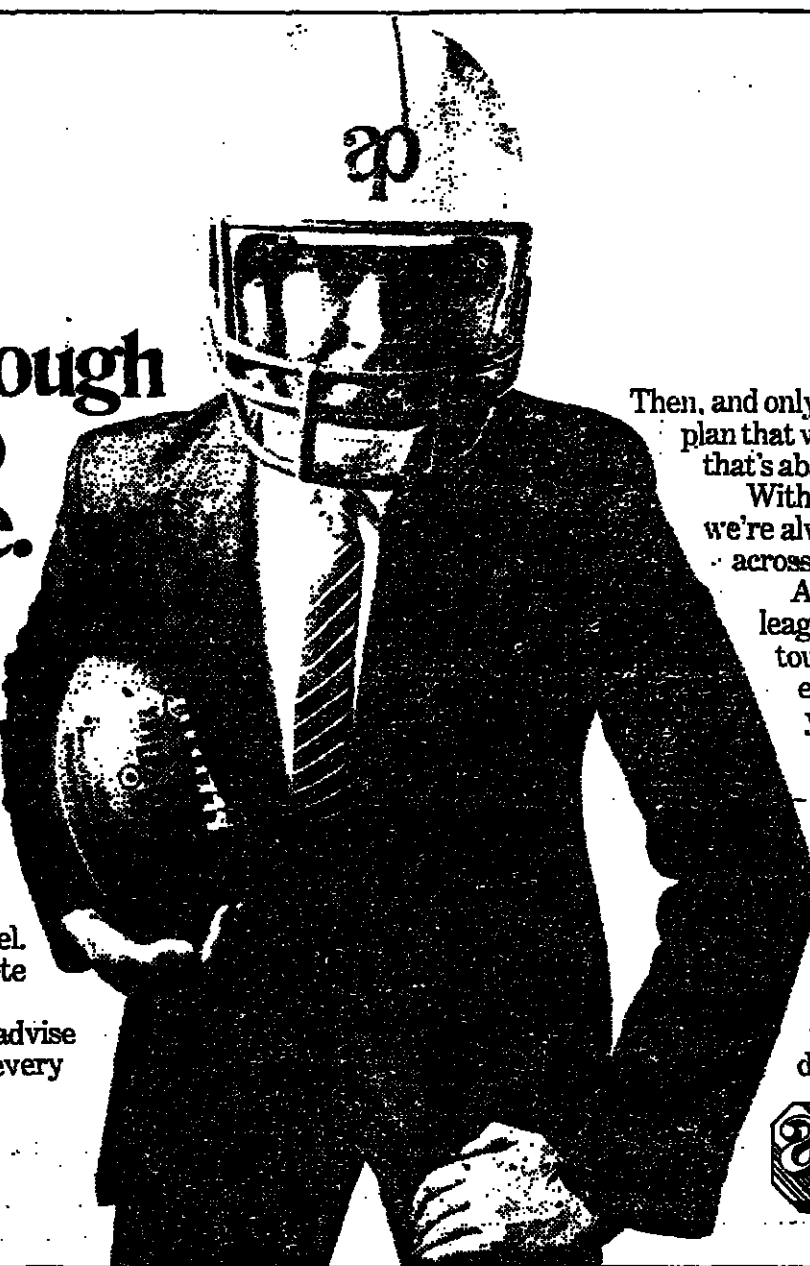
We're big enough to get you into the big league.

We know that good players only become star players when they play for the right team.

And that means playing in your best position and getting all the support you need from your team mates.

If you feel you've out-grown your present position, and are looking to play a bigger role elsewhere, come and talk to us at Accountancy Personnel.

Our coaching begins with a complete career consultancy service. We listen to what you have to say, advise you, and look at your prospects from every angle.



Then, and only then, can we work out a game plan that will help you make the move that's absolutely right for you.

With 7 offices in Central London, we're always aware of the state of play across the entire financial job scene.

And being at the top of the league means we are constantly in touch with people looking for experienced professionals like yourself.

Try the jobs on the right for size and you'll see how big we're talking.

And we always have many more interesting jobs on offer.

So why stay on the sidelines? Come in and talk to us at Accountancy Personnel, with our help you can be in a different league in no time at all.

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RECENTLY QUALIFIED

ACCOUNTANT

Develop your interest in computerised systems on your way to accounting Management.

● Feltham, Middlesex ● Car provided

We are a major British public Company (to £1 billion plus) with a range of interesting activities managed on a decentralised basis.

Joining a central specialist department your role will be to assist in the evaluation of computerised accounting/management information systems and the development of computer assisted audit techniques. The role will give you exceptional experience of a wide range of different computer systems (IBM, Digital, Datapoint), business and accounting applications which, together with planned development training, should equip you to progress towards a line accounting position after around three years.

Probably aged to your mid-thirties you will have had 2/3 years good accounting experience involving computerised systems within at least two different commercial environments. Salary will be competitive and a range of attractive benefits include a Company Car. Where appropriate assistance will be given towards relocation costs.

Please telephone for an application form or write with full personal and career details to Mr. C. D. Gay, Personnel Services Manager, RMC Group p.l.c., RMC House, High Street, Feltham, Middlesex TW13 4HA. Tel: 01-890 1313.

RMC

ACCOUNTANTS BOOK-KEEPERS AUDITS/TAX STAFF

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Open Late Tonight

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FINALISTS/NEWLY QUALIFIED ACCOUNTANTS

required

SW LONDON AND STAINES

Fast expanding 3 partner chartered accountancy practice seeks young, finalist/newly qualified ACA's and ACCA's for London and Staines offices.

Excellent audit/management services experience to be gained with diverse portfolio of UK and international clients. Salary c.£13,500 with good prospects for the right candidate.

Applications with full c.v. please to:-

M. J. WOOLFORD, DYMEK, SMITH & SILCOCK,
RATCLIFFE HOUSE, LEACROFT, STAINES,
MIDDLESEX TW18 4NN.

ASSISTANT TREASURER

Corporate Cash Management

c. £15,000 + car

South London

This engineering company, allied to the construction industry, is itself part of a major U.S. based multinational. As a result of reorganisation in the Finance Department, a key role has been identified to assist the Company Treasurer in cash management. This applies not only to day-to-day control, business operations and capital outflow forecasts, but also to asset and profit management relating to the non-operational side of the business. The position calls for a qualified accountant

with a strong grounding in financial accounts, a basic understanding of corporate banking and taxation and the ability to express and translate ideas into a financial rationale. Banking and currency transaction experience would be a distinct advantage and knowledge of micro-computers a plus. Career prospects in all areas of the Company are excellent, both on a national and international plan. Please write to Malcolm Coates, quoting reference LMS/5119.

Link Management Selection, 13, 11 Hanover Street, London W1R 9HG. Tel: 01-493 5788.

CITY BANKING OPPORTUNITIES

Corporate Finance c£20,000
Prestigious merchant bank seeks a graduate ACA to develop a career in all aspects of loans, syndications, acceptances etc. Enthusiasm and ambition will be amply rewarded.
Ref: NM1732.

Senior Credit Analyst c£14,000
US investment bank is recruiting a graduate with either experience or a good knowledge of credit related activities. The work will be concerned initially with treasury credit proposals and documentations.
Ref: NM1750.

Senior FX Dealer c£25,000
London office of expanding international bank seeks an experienced dealer offering currency spot market experience. This is a well rewarded career position for someone who can integrate well with a compact, highly professional team.
Ref: NM1746.

Information Services c£20,000
Prestigious City institution seeks a manager with excellent interpersonal skills to lead a team of 20 in provision of information and library services. A interest in computerised systems is essential.
Ref: NM1754.

Write or telephone Nicolas Mabin, Regional Manager.

Management Personnel

Recruitment Selection & Search

2 Swallow Place, London W1R 7AA.

Telephone: 01-408 1694 (out of hours 01-805 2782)

HORIZONS

A guide to career development

The best course to take

More than half the adult population would like to undertake some further study, according to research carried out by ACACE, the Advisory Council for Adults Continuing Education.

Adult educational needs are related both to work - particularly for those affected by redundancy, a job change, or the prospect of returning to the labour market after bringing up a family - and to personal development.

It can, however, be difficult for adults, especially those who have had little contact with formal education and training, to identify the most appropriate opportunities.

ACACE's evidence suggests that as many as two-thirds of those who would like to take further study have not done so, and a major reason is lack of information and advice about the various types of provision available.

Adult educational needs differ from those of the school-leaving population. The academic year is an outdated arrangement singularly inappropriate for people who have lost their jobs, or who are under notice of redundancy, and who want to start a course immediately, not six or nine months hence.

Adults require more financial support, not less, than 18-year-olds, yet the policies of local education authorities towards discretionary grants vary widely. One authority even introduced an embargo on awards for students aged over 25.

People are unfamiliar with the various options

Entry requirements for many courses appear to be strictly specific in terms of O and A levels, deterring potential mature students whose wider experience might, had they known it, been an acceptable substitute.

Perhaps the biggest problem, however, is identifying the right type of course. The pattern of educational provision has changed so radically in recent years that many people are totally unfamiliar with the various options that are open to them.

Finding independent advice on adult education and training can also be problematic. The careers service is empowered to advise people of all ages, but, with some notable exceptions such as Coventry and Sheffield, does not have the resources to deal with inquiries from adults.

Colleges tend to provide details only of their own courses, and to be unaware of opportunities elsewhere. Most public libraries give just information, not advice, and private vocational guidance agencies can help only those able and willing to pay.

There is, however, another source of help - the growing network of independent educational guidance services for adults. Their titles vary, but generally they are known as EGSA's. Most of the 50 or more EGSA's now in operation are relatively new, having been, in the main, set up since the late 1970s.

Helen Steadman advises adults how to find the further education that suits their needs

They are in a variety of settings. Some, such as Hatfield Educational Guidance for Adults, are based in educational institutions. Others, such as the Education Shop in Halifax, operate from high street premises or from public libraries or job centres.

There are also "low profile" EGSA's that are essentially referral networks, with individual advisers working on a voluntary or part-time basis from their home institutions, organization or agency.

Though the setting, and resources, of EGSA's vary widely, they all share the common purpose of providing independent educational guidance, not linked to the recruitment needs of any particular educational institution. Their services are free, and cover the whole range of educational opportunities open to adults.

Educational guidance consists of several elements including information, assessment, advice, counselling and implementation. Many inquirers simply need information about locally available courses in a particular subject.

There are situations, however, in which a seemingly straightforward request for information may mask a complex set of needs, or where someone is unsure of the appropriate educational options and wishes to explore and discuss the matter in some depth.

In these cases, a counselling session - offered by many, though not all, EGSA's - can be of considerable value.

An instance of how appropriate counselling can help to clarify objectives, and to resolve related problems, is the case of Anne Allen, a housewife in her early forties, who is now taking a degree in contemporary studies, specially designed for mature students.

Like many women, Mrs Allen gave up work in her twenties to look after her family. In mid-life, without qualifications or very much experience, she was faced with a choice between what she describes as "the little office job round the corner, marking time until 60", or improving her chances through further education.

The second option seemed more attractive, especially as she had recently acquired a taste for study by taking an O level in English.

Finding she enjoyed the course, she then wondered about the possibility of eventually taking a degree, but thought she would first need A levels, and was worried about how a serious educational commitment on her part would fit in with her family's needs.

Fortunately, at this point Mrs Allen was put in touch with an EGSA guidance worker. In their counselling

session, she was able to explore her doubts about neglecting her family, and to realize that it was time to stop sacrificing her own need to theirs.

On a more practical level, she also found out that it was not absolutely necessary to have A levels to take a degree. The local polytechnic was prepared to consider mature applicants, with recent experience of study, on the basis of an extended essay and interview.

Mrs Allen was advised to apply for her chosen course immediately, and was accepted. She was so surprised by this that, thinking there might have been some mistake, she rang the EGSA worker to ask: "Do they really mean me?" She was reassured.

She now feels a "missionary zeal" about educational guidance, and is considering full-time work in this field as one of several possible career options after graduation.

Mrs Allen benefited from appropriate information, advice and counselling. Besides these services, EGSA's also fulfil an advocacy role, representing their clients in dealing with local education authorities and educational institutions.

They can help with an appeal, when an application for a discretionary grant is turned down by the local education authority. They can also help adults who are told that their qualifications

National strategy for guidance is proposed

do not match up to the entry requirements for a particular course.

For the individual, perhaps already unsure of his or her abilities, this can be daunting, and a common reaction is simply to give up.

However, if an EGSA worker negotiates on behalf of the intending student it may turn out that the person's experience is an acceptable substitute for the normal entry requirements, or that a short preparatory course, tailored to mature students' needs, will suffice.

A further aspect of the EGSA's work is to provide feedback to educational institutions on unmet needs, to aid in the development of educational provision that is more relevant and accessible to adults' needs.

It must be emphasized, however, that despite the excellent pioneering work the EGSA's are doing, they do not yet cover all parts of the country, and limited budgets prevent some of them from providing the full service that they would like to give.

There are proposals afoot for a national development strategy for educational guidance for adults, but until this is implemented, the service is likely to remain piecemeal.

If you wish to inquire about your nearest EGSA, telephone ECCTIS on 0908 363924 and ask for John Taylor

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